Call to Order

Discussion of Orientation for new SAME Agency Designees / Review for continuing Designees/ Assignments to lead review of [SAME Report](http://gov.louisiana.gov/assets/Programs/GODA/SAME_Report.pdf) sections. The orientation may be helpful to the new members of the SAME Taskforce. Taskforce Members, Agency Designees and others volunteered to go over sections of the SAME report during the next scheduled orientation as detailed below.

III. Five-Year Plan with Recommended Statewide Policies and Strategies

1. Establish Statewide Annual Goals and Recommend Agency Specific Annual Goals Based on Data Collected through Survey of State Workforce

Bambi Polotzola (GODA)

1. Facilitate and Encourage Productive Partnerships Between State Agencies and Agencies that Provide Employment Services to Individuals with Disabilities

Brenda Bohrer (LRS) and *DOTD (?)*

1. Expansion of Scope of Civil Service Fast Track Rule, Civil Service Rule 22.8(a)

*Samantha Harris (State Civil Service) (?)*

1. Develop Comprehensive Three-Tiered LEO Training for Employees, Hiring Managers, and HR Managers

Cheryl Schilling (DOA)

1. The SAME Task Force Has Developed Recommendations for the Training State Agencies Should Offer to Employees, Hiring Managers, and HR Managers

Cheryl Schilling (DOA)

1. Develop proactive, targeted recruitment and outreach efforts to better inform the disability community of state positions for which applications are being accepted

*\*NEED DESIGNEE to share this item*

1. Call for Early Adopter Agencies to Pilot Best Practices to Provide Concrete Guidance for All State Agencies

Rachel Pollock, *DOTD, DOA, LDH (?)*

1. Host a SAME Summit to Publicize the State as Model Employer and “roll-out” SAME hiring initiatives.

*Once the legislation is passed, a summit would be appropriate. The taskforce should set a new date, possibly a track of the GODA Conference with agencies discussing job openings, processes, etc.*

IV. Recommended Strategies and Guideline for Agencies

1. Agency Point of Contacts Should Be Expected to Communicate Regularly with LRS Single Point of Contact

Brenda Bohrer (LRS) and *Agency Designee (?)*

1. Create a Specific Process for Agency to Work with LRS Single Point of Contact

Brenda Bohrer (LRS) and *Agency Designee (?)*

1. Train Staff in Hiring Strategies that Can Expand Opportunities for Individuals with Disabilities Including Customized Employment Strategies

Sue Killam (LSU HDC), Rachel Pollock, and Rosemary Morales (OCDD)

1. Consider Use of WAE Part-time Jobs for People Who Are Not Seeking Full Time Employment

*Connie Nelson (Gov)(?), Tanisha Matthews (DOC)(?), Samantha Harris (SCS)(?)*

1. Create Program to Work with LRS, and Secondary and Post-Secondary Programs to Develop Meaningful Paid Internships.

Pre-ETS staff (LRS)

1. Encourage Agency HR staff to Attend Disability Job Fairs

\*NEED DESIGNEE to share this item

1. Include in the Agency Plans a Requirement that the Following Types of Training Be Provided to Staff

Cheryl Schilling (DOA)

1. Include in Agency Plans a Requirement that HR managers, Hiring Managers, and Supervisors Receive Trainings in Reasonable Accommodations and Other Workplace Rights Topics

Doug Bordelon (DEQ)

1. Publicize to All Staff the Availability of Information, Education, and Training on the Right to Reasonable Accommodation and Workplace Rights for Individuals with Disabilities.

Doug Bordelon (DEQ)

1. Designate a Resource Person within the Agency for Supervisors to Receive Guidance on Workplace Accommodation Issues

Doug Bordelon (DEQ)

1. Include in Job Postings Statements that Highlight the Commitment to Employ Individuals with Disabilities.

Doug Bordelon (DEQ)

^ Overview of good components of the Annual SAME Report/Plan.

 \*IDENTIFY AGENCY with good component of Report/Plans

It was suggested that a record be maintained within each agency in regards to what has done. Each agency should provide details and evidence whenever possible of the progress of their SAME goals and activities. This would help agencies to learn from one another.

**Discuss recommendation of legislation: State ADA Coordinator**

Many of individuals who serve as the ADA coordinator on behalf of their agency are also members of the SAME Taskforce. Several taskforce members stated that having a state ADA coordinator/office is a great idea. A state ADA coordinator/office would provide a great additional resource to the stakeholders. The proposal should include more emphasis on employment. It was suggested that this position/office be created through legislation, and then address the concerns relative to funding and staffing. The state ADA coordinator/office should be an autonomous state office. It was suggested that this person also be subject matter expert who would be available to support and assist agency ADA coordinators.

Disability Employment Webpage:

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