

PUBLIC PERFORMANCE REVIEW

Governor's Priority: Employment Opportunities and
Supports for People with Disabilities

December 6, 2023



WELCOME

PRESENTED BY:

- MANDEEP KAUNDAL, DIRECTOR, RESULTS WASHINGTON

Building Logistics

- **Emergency exits** are located through the conference room doors directly ahead
- **Restrooms** are located outside of the conference across from the elevators
- Please take **side conversations** outside the room
- **ASL interpretation and CART closed captioning** is being provided
- Our meeting is being **live-streamed** by TVW
- QR code and physical **surveys are** located on conference room tables
 - TVW viewers can access a survey link on our website.
- Meeting **materials** are located at www.results.wa.gov

Topic Selection

- Employment Opportunities and Supports for People with Disabilities is tied to several of the Governor's Goals:
 - Goal 2: **Prosperous Economy**
 - Goal 4: **Healthy & Safe Communities**
 - Goal 5: **Efficient, Effective & Accountable Government**
- Progress and initiatives presented today by:
 - **Office of Equity**
 - **Governor's Committee on Disability Issues and Employment**
 - **Division of Vocational Rehabilitation**
 - **Department of Services for the Blind**



Governor's Opening Remarks

The background of the slide features a large, faint, circular seal of the State of Washington. The seal contains a portrait of George Washington and the text "THE STATE OF WASHINGTON" and "1889".

INTRODUCTION: DISABILITY IN WA STATE

PRESENTED BY:

- MEGAN MATTHEWS, DIRECTOR, WA STATE OFFICE OF EQUITY

Systems Change Approach

Our community members with disabilities are over-represented in adverse outcomes like poverty because of barriers throughout our systems.

What are we doing to create a barrier-free environment that offers people a real opportunity to flourish?

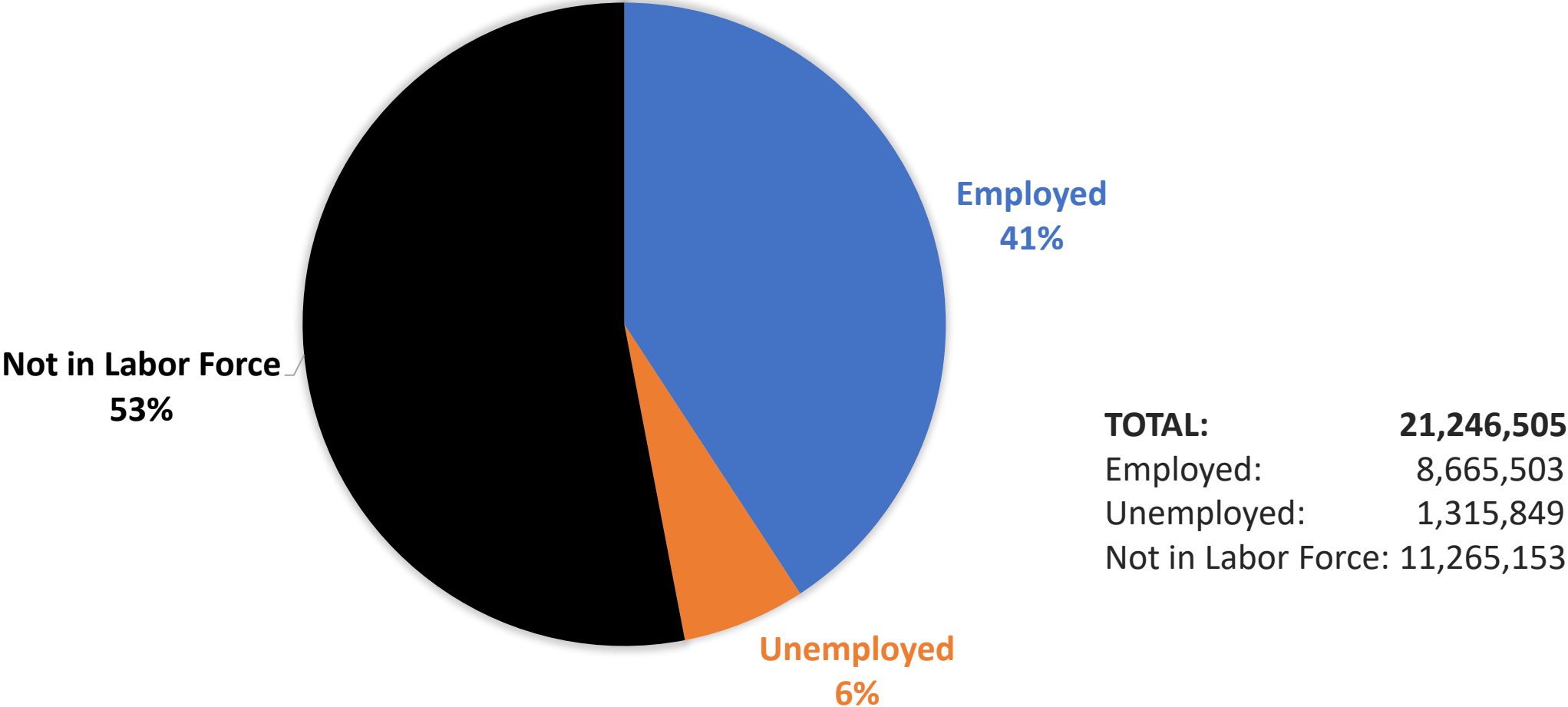


Persons with Disabilities

- Americans with Disabilities Act (ADA) defines disability as a “physical or mental impairment, or a history of or are perceived as having such a disability which substantially limits one or more major life activity”
- Approx. 1,483,269 adults (**1 in 4**) in WA have a disability
- Impact is not the same:
 - Experience of oppression is based on affect of disability and intersection of other identities (intersectionality) like Race/Ethnicity, Age, LGBTQ+, Gender, Veteran status, National origin, Immigration status, and more

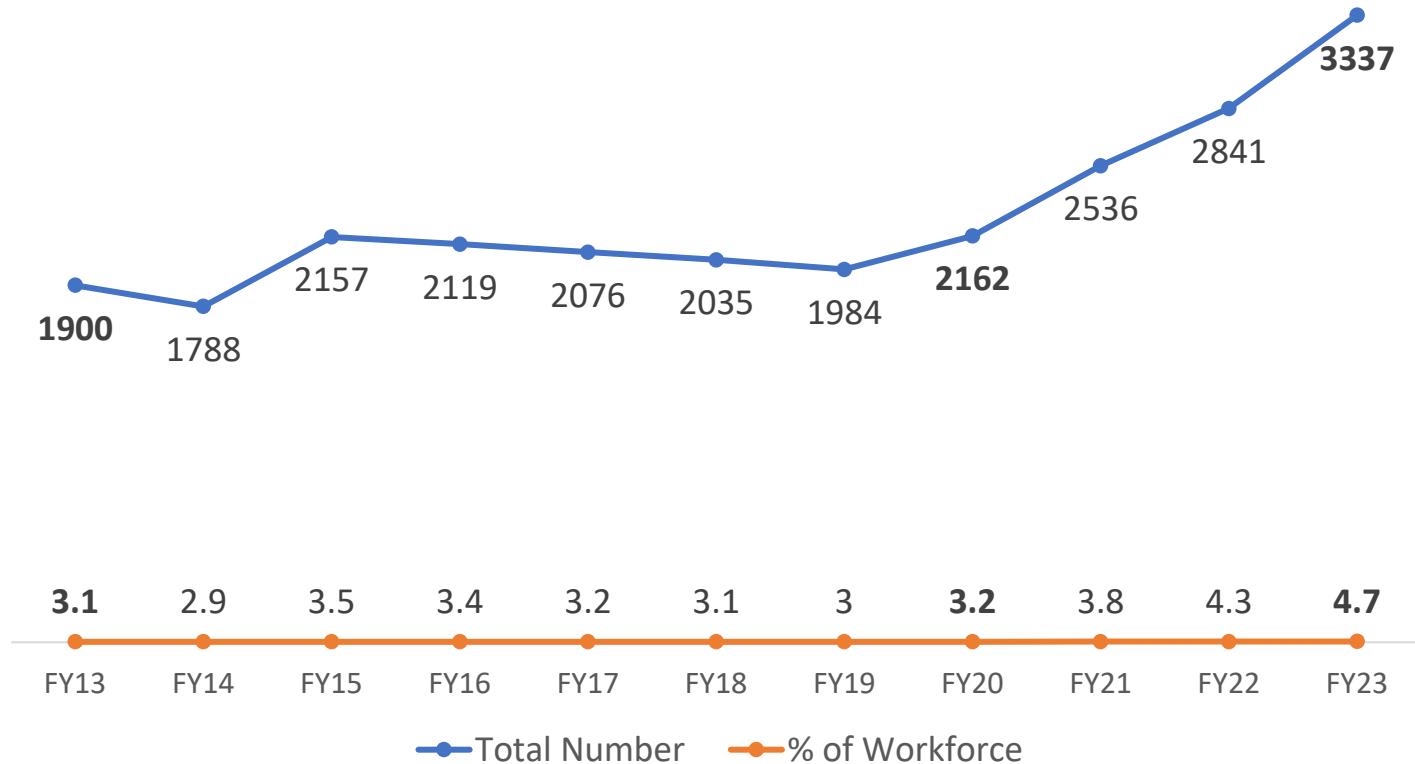


Employment Status of People with a Disability in the U.S.



WA State Government Workforce Data

State Employees Disclosing Disabilities



Intersectionality of State Employees Disclosing Disabilities			
	FY13	FY20	FY23
Women	47%	50%	48%
People of Color	11%	18%	23%
Veterans	18%	22%	23%
LGBTQ+		2%	15%
Total Number	1900	2162	3337

Barriers in Employment

Non-accessible and rigid recruitment and hiring processes

Not acquiring necessary equipment to support successful employment

Rigid organization practices that do not support employees in success (work schedules, telework, new employee training, performance expectations, communication styles)

Unsupportive or ineffective direct supervision/leadership

Low-wage jobs

Lack of promotional opportunities



Office of Equity

Established in 2020 to facilitate policy and systems change in support of conditions in which every person in Washington has barrier free access to the resources, power, and opportunities they need to live their best life.



Office of Equity



Hire **Director of Access & Accessibility** and request funds to hire more FTEs to advance the intentional work needed to realize barrier-free access.

Develop and oversee the implementation of the **Universal Access Plan** in partnership with community members, state partners, and others.

Support the finalization & implementation of the **Executive Order 13-02 update**, Improving Employment Opportunities and Outcomes for People with Disabilities in State Employment, for state accountability to drive real progress.



Governor Q&A



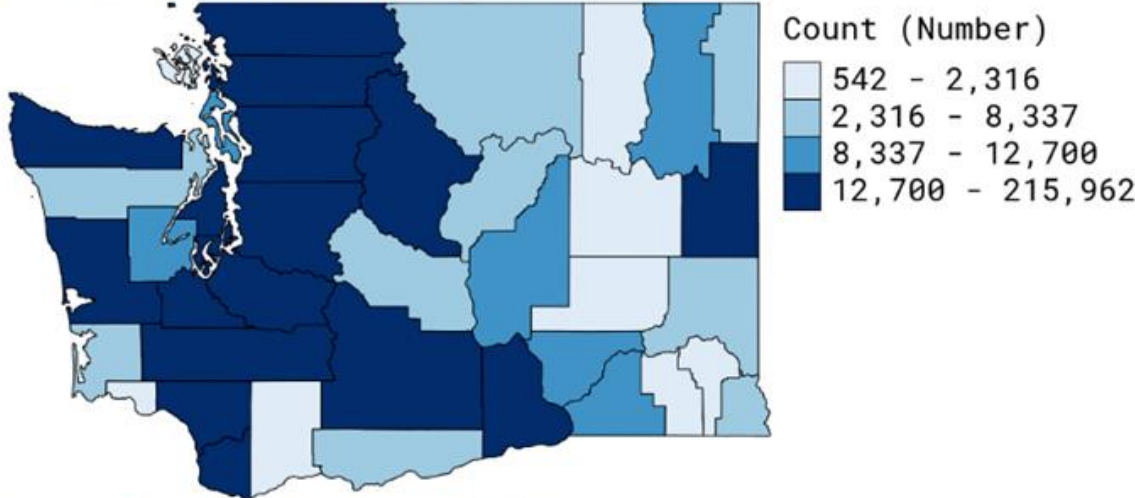
PROGRESS AND INITIATIVES: WA STATE PARTNERSHIPS AND COLLABORATIONS

PRESENTED BY (IN ORDER OF PRESENTATION):

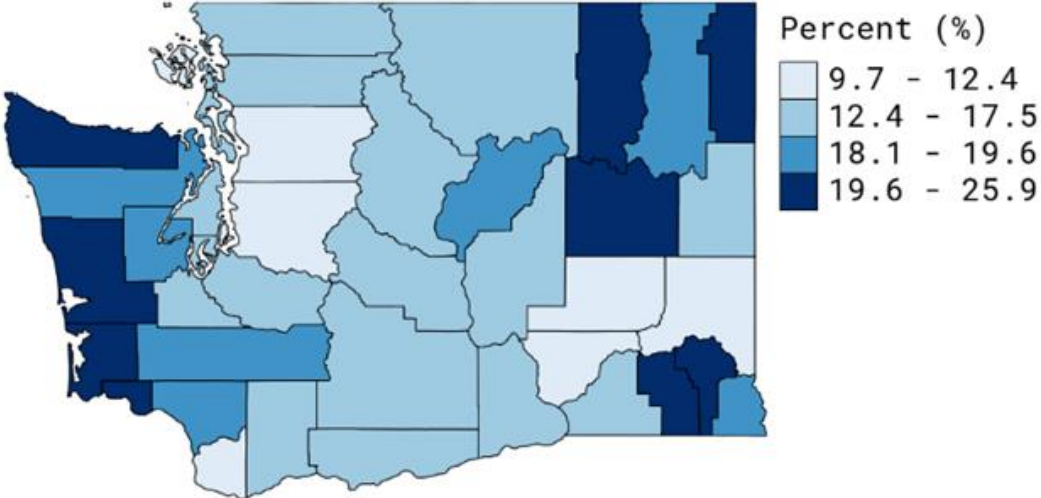
- ELIZABETH GORDON, EXECUTIVE DIRECTOR,
GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND
EMPLOYMENT

Count and Percentage of People with Disabilities by County

Count of People with Disabilities for Washington, by County: 2021

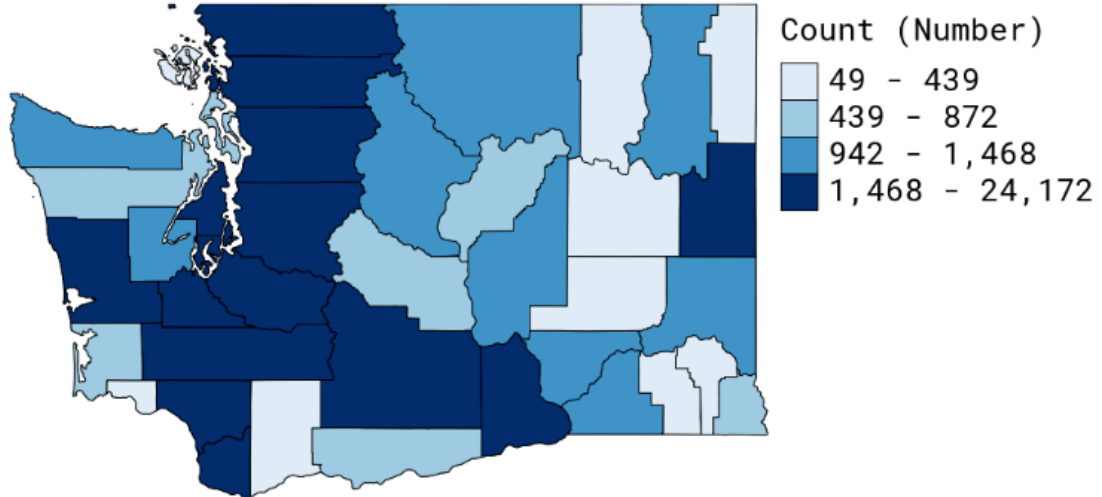


Percentage of People with Disabilities for Washington, by County: 2021

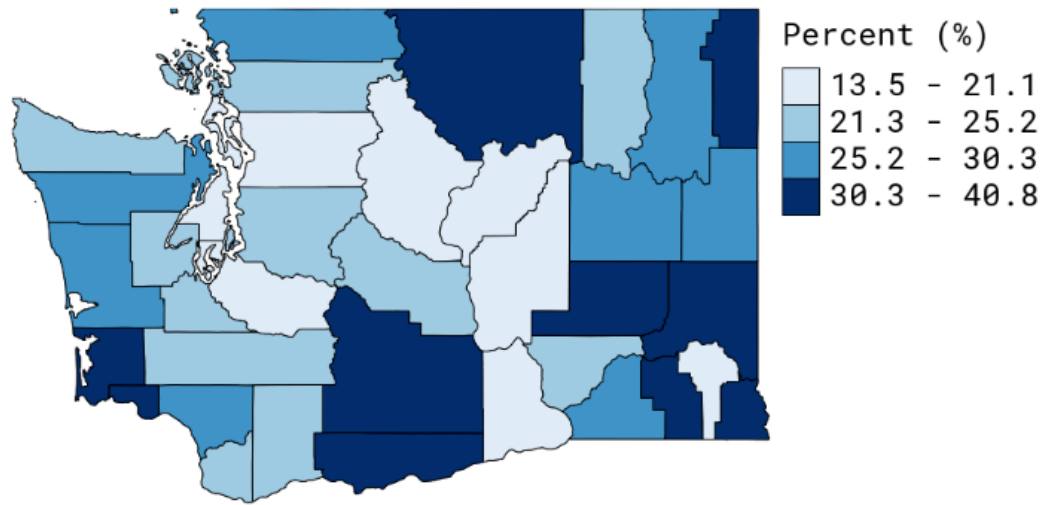


Poverty Rate for Civilians with Disabilities by County

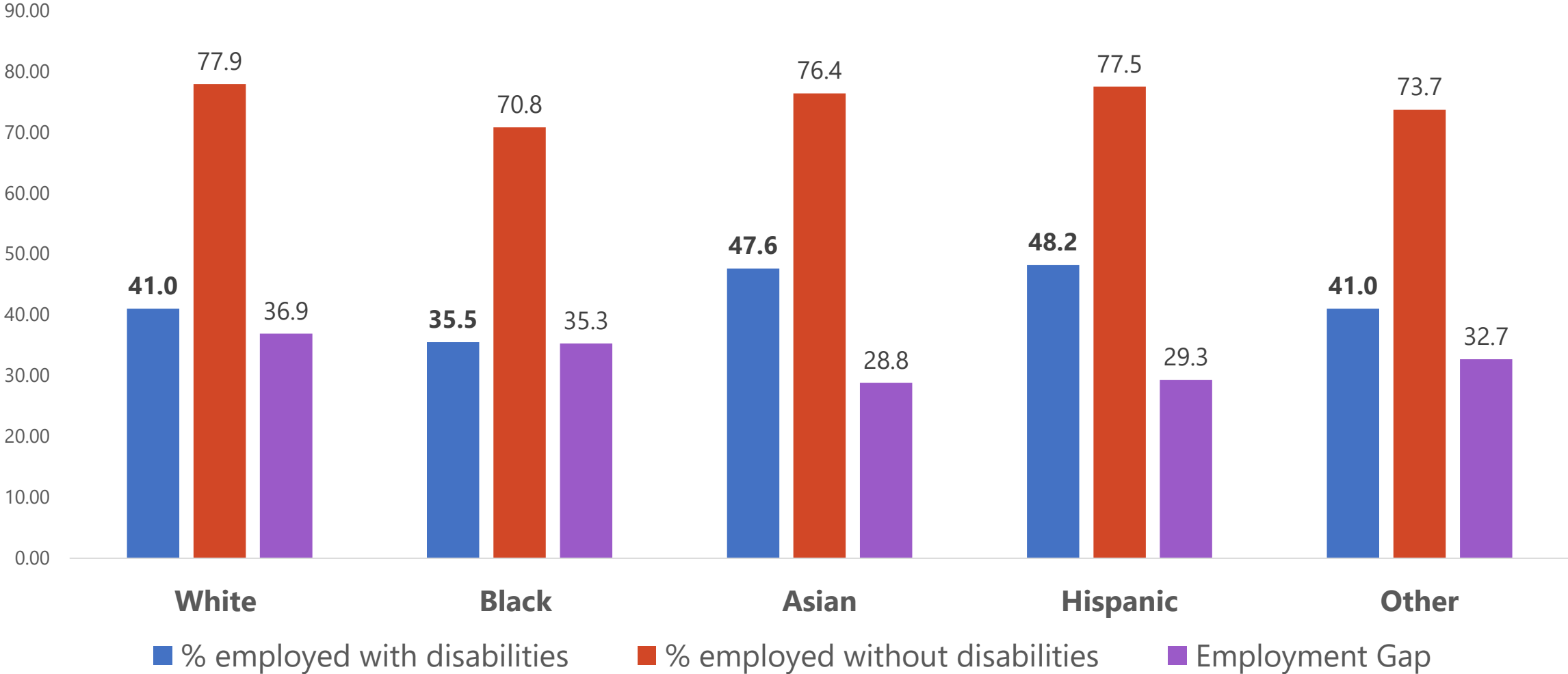
Count of Civilians in Poverty with Disabilities Ages 18 to 64 Years Living in the Community for Washington, by County: 2021



Poverty Rate for Civilians with Disabilities Ages 18 to 64 Years Living in the Community for Washington, by County: 2021



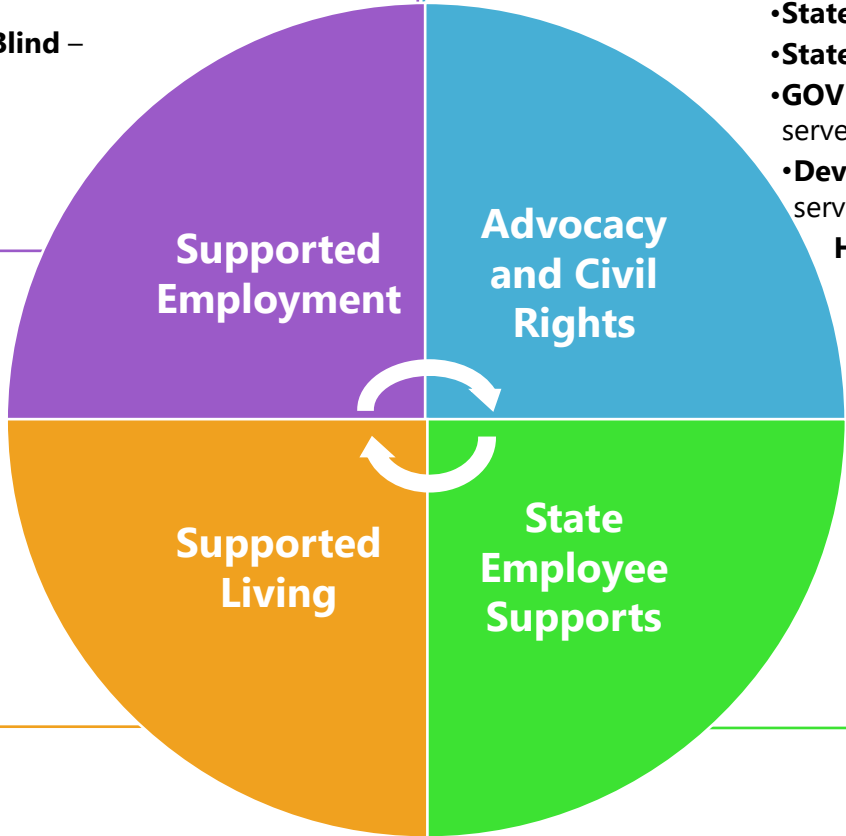
Employment Rate for People with Disabilities by Race/Ethnicity



Source: 2021 Disability Compendium

WA Disability Employment Services & Supports

- **Division of Vocational Rehabilitation (DVR)** – 16,889 customers got jobs
- **Community Rehabilitation Programs** – 40+ programs
- **Department of Services for the Blind** – 780 served
- **Developmental Disabilities Administration** – 27,935 served



- **Disability Rights WA**
- **Developmental Disabilities Council**
- **State Rehabilitation Council**
- **GOV Committee on Disability Issues & Employment**
- **Office of Deaf & Hard of Hearing**
- **State Independent Living Council**
- **State Rehab Council for the Blind** – 693 served
- **GOV Office of the Education Ombuds** – 1,208 served
- **Developmental Disabilities Ombuds** – 29,650 served
- **Human Rights Commission**

- **Division of Behavioral Health & Recovery**
- **In-home care providers** – 400+ agencies
- **Developmental Disabilities Administration** – 27,935 served
- **Aging and Long-Term Support Administration** – 67,000 served

- **Disability Inclusion Network** – 50+ state agencies
- **DisabilityIn** – 425 served
- **Supported Employment in State Government** – 65 served

Snapshot: Governor's Committee on Disability Issues & Employment

Mission: provide **state level advocacy** and leadership with the disability community to obtain **equity** in economic opportunity and community **inclusion**.

Vision: an equitable Washington where people with disabilities experience **full inclusion, full participation, and economic vibrancy**.

Projects

Governor's Employer Awards

Accessible Communities

Youth Leadership Forum

Community Outreach



What the Community is Saying

Common threads among community outreach events in Shelton, Orting, and Colville

- Transportation
- Connectivity
- Jobs

Vancouver listening session

- Forming an Accessible Communities Advisory Committee
- Addressing lower Medicaid rates (community is coded as a rural area)
- Expanding transportation options throughout Clark County
- Collecting data that shows the diversity of the Deaf/deaf/late deafened/hard of hearing community
- Even people with insurance cannot get mental health support because counselors will not accept insurance, so they pay out of pocket

The Disability Inclusion Network (DIN)

Mission:

- **To engage** the experience, values and knowledge of **people with disabilities** in state government, promote universal access, and **create an environment where people with disabilities can fully participate in all aspects of the workplace.**

Vision:

- To see **Washington State as an employer of choice** ensuring people with disabilities have equitable access and resources through recruitment, hiring, training, development, retention, and promotion.



DIN Survey

Fall 2023 survey open to state employees.

An informal survey was taken of state workers who are connected to DIN to get their thoughts on challenges in state employment.

60% - afraid to ask for reasonable accommodations (RA) afraid it would affect how they are treated; **57%** - concerned an RA would **interfere with their promotional opportunities.**

296 total survey replies with over 176 suggestions provided for **creating a culture of inclusion** and 158 suggestions for **wellness.**

48% cited physical access issues

50% cited **inflexibility** in policies or break times

60% cited **availability of resources** was a concern

69% cited a lack of **adaptability** from leadership is a concern

Transition Collaborative

- **Students with Disabilities, ages 16-22 yrs**
- **Students with disabilities who work consistently achieve higher levels of employment**
- Purpose: **Improve transition school to work** services by reviewing and recommending existing resources to schools, minimizing gaps from school to work or post school activities, and provide recommendations for successful transition services
- **SB 5790** expanded school to work **statewide** (April 2022)





Governor Q&A



PROGRESS AND INITIATIVES: VOCATIONAL REHABILITATION AND SERVICES FOR THE BLIND

PRESENTED BY:

- CASSI VILLEGAS, INTERIM DIRECTOR, WA STATE DEPARTMENT OF SOCIAL AND HEALTH SERVICES, DIVISION OF VOCATIONAL REHABILITATION (DVR)
- KALI KLEVEN-WARRANT, UW STUDENT, DSB CUSTOMER
- NOELLE GREEN, J.D., PRACTICING ATTORNEY, DVR CUSTOMER
- MICHAEL MACKILLOP, DIRECTOR, WA STATE DEPARTMENT OF SERVICES FOR THE BLIND (DSB)



Transforming lives

Division of Vocational
Rehabilitation



Washington State
DEPARTMENT OF SERVICES FOR THE BLIND

DSHS Division of Vocational Rehabilitation and The Department of Services for the Blind

Introduction

Cassi Villegas – DVR Interim Director

Dept of Services for the Blind Participant Story

Kali Kleven-Warrant

- **Kali discovered DSB after years of family discord, drug abuse, and neglect of her diabetes which led to vision loss.**
- **With DSB services, she now has the skills and confidence to go to school and is currently in college at the University of Washington studying Social Work.**

DSHS DVR Participant Story

Noelle Green, J.D.

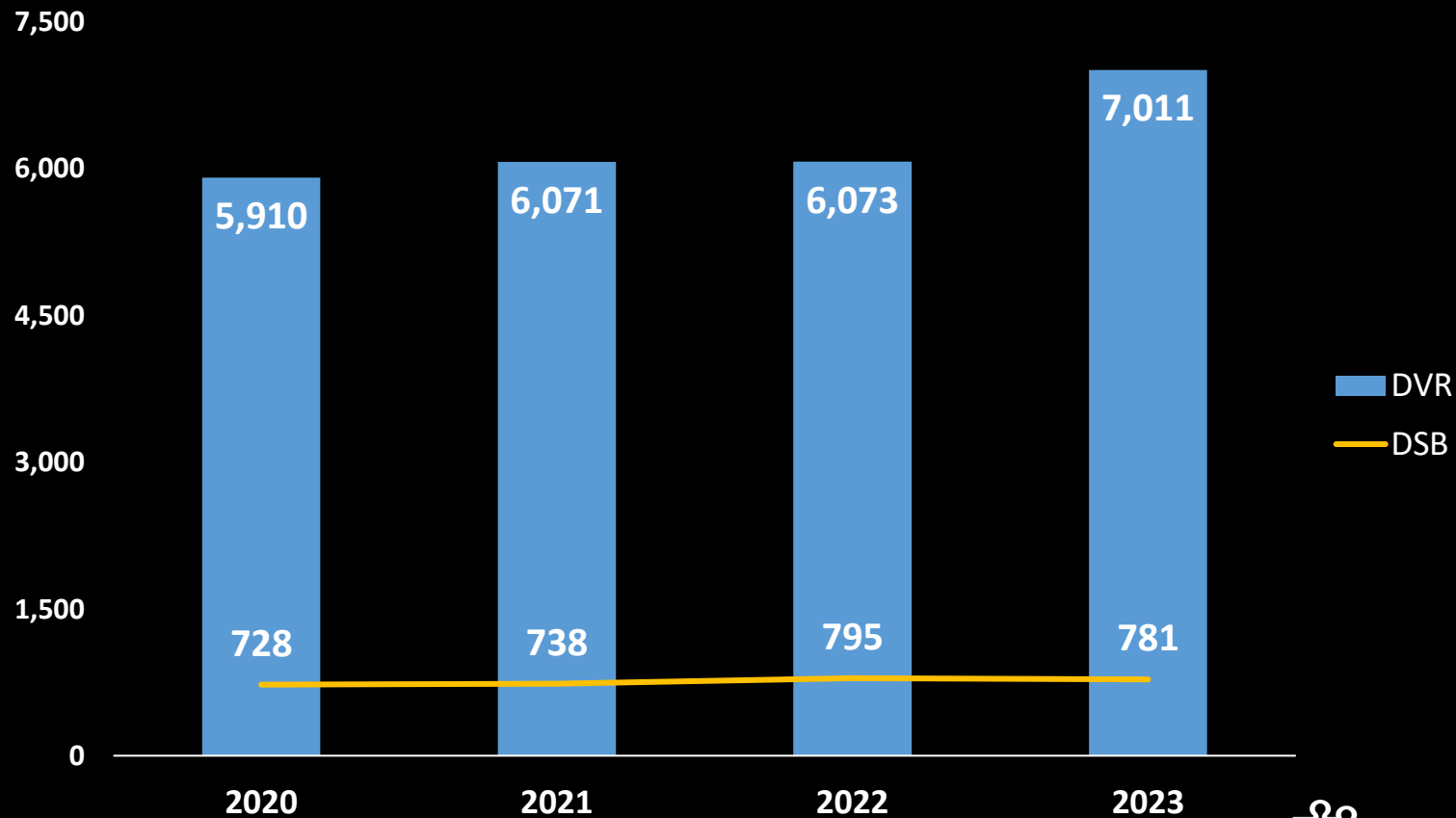
- Noelle came to DVR unsure of what career to pursue.
- After working with her VRC and Dreaming Big she decided to take the LSAT and go to Gonzaga University School of Law.
- She graduated with her Juris Doctorate and passed the WA State Bar Exam and now works as a practicing attorney in Thurston County.

DVR/DSB Summary

Michael MacKillop, DSB Executive Director

- **VR Services are comprehensive and individualized**
- **VR Services provided at no cost to eligible individuals with a disability**

Number of VR Participants* Served since 2020



*"Participants" denotes only those individuals who are in a vocational plan

Through VR services provided since 2020

8,616 individuals with a disability (DVR) and

337 individuals with a visual disability (DSB)

- Achieved a new job, or
- Kept their current job that was at risk due to an acquired disability, or
- Started a business, or
- Promoted in their career field

DVR and DSB are Core Partners of the Washington State Workforce Development System

DVR and DSB provide services directly to businesses

- Consultation, technical assistance, and training to businesses
- Assist businesses in recruitment and accessibility needs
- Support businesses in creating a workplace of belonging for their current and future workforce with disabilities

There is no one career type for a person with a disability

The career pathway depends on the person's interests and aptitudes – training and tools make virtually any career area possible:

Lawyers, social workers, educators, engineers, software developers, marriage therapists, sales, plumbers, state employees, retail, self-employed...

– No limits!



Transforming lives

Division of Vocational
Rehabilitation



Washington State
DEPARTMENT OF SERVICES FOR THE BLIND

DVR Contact information

1-800-637-5627 or DVRCSR@dshs.wa.gov

cassi.villegas@dshs.wa.gov

DSB Contact information

1-800-552-7103 or info@dsb.wa.gov

Michael.mackillop@dsb.wa.gov



Governor Q&A



FUTURE COMMITMENTS AND NEXT STEPS

PRESENTED BY:

- MICHAEL MACKILLOP, DIRECTOR, DEPARTMENT OF SERVICES FOR THE BLIND

Our Commitments & Next Steps

- Not all disability is visible, no community is a monolith.
- Disability will impact each of us at some point in our lives. We must consider and plan for this in all we do.
- Pro-equity, anti-racism, civil rights and justice commitment requires accountability
- "Nothing About Us Without Us"
- GCDE community engagement events and executive order updates



Governor Q&A

**Join us January 24,
2024**

10:30 a.m. – 11:45 a.m.

**Topic:
Opioid Overdose
Epidemic**

THANK YOU FOR ATTENDING TODAY!

**PLEASE TAKE A MOMENT TO COMPLETE
OUR BRIEF SURVEY USING THE QR
CODE BELOW:**



**YOU CAN VIEW THE RECORDING OF
TODAY'S MEETING AT WWW.RESULTS.WA.GOV**



Governor's Closing Remarks

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