

Frederick County Commission on Disabilities (COD) Minutes

Monday November 8, 2021

Virtual Meeting

- I. The meeting was called to order by Chair Karen Duffy, who recognized the existence of a quorum and called for approval of the meeting agenda. This was done by unanimous vote with a motion by Lisa Clark and a second by Dave Drezner.

Attendance

The following members were present: Karen Duffy, Karen Rushing, David Drezner, Mark Swift, Jackie Kanekuni, Darrell Batson, Evan Evans, and Lisa Clark. County staff members Miles Ward and Pat Fleet, County Council member Steve McKay and sign language interpreter Christal Gastley were also present. Guests attending were Shawn Dennison and Meghan Jancuk.

- II. The guest speaker was Shawn Dennison who spoke about disability inclusion in the workforce. Some of the points he made were: When speaking about Diversity, Equity and Inclusion if you are not

including disabilities you're not doing it right. A disability is an impairment that causes difficulty in doing the things most of us take for granted. 61 million adults in the US are living with a disability.

To build an inclusive environment you must Employ, Enable, Engage and Empower persons with disabilities. (The average cost of an accommodation is only about \$500.00.)

4 ways to hire people with disabilities are: create an inclusive culture, broaden your talent practices, foster wider awareness and prioritize awareness for all. Connecting with local organizations is also important. Customized Employment is a win-win strategy that meets the needs of employers and job seekers.

III. Business

a) A motion was made by Jackie Kanekuni with a second by Lisa Clark which led to a unanimous vote to approve the minutes of the October COD meeting.

b) The workgroup that is researching emergency traffic signal devices has not met yet. They will

meet and report at the next meeting. Jackie Kanekuni is leading this workgroup.

c) Member were asked to suggest topics and item for inclusion in the COD's Annual Report. Items discussed were: Postponement of Resource Fair. How the COD plans to move on next year. Barriers between city and county. How to address the needs for all of the county. Would a joint group be more effective? (County and City) Is it possible to have representation from the city on the COD?

IV. Members that chose to do so gave closing remarks.

V. The meeting was adjourned.