

# Community Advisory Council

## Draft Meeting Minutes

Wednesday, June 15, 2022, 12:00 to 3:00pm  
 Online Zoom Meeting



### Handouts:

1. CAC Notice and Agenda (this handout)
  - CAC Group Agreement (this handout)
  - CAC Meeting Roles (this handout)
2. Draft Meeting Minutes from March 16, 2022
3. CDCI Year in Review

### 12:00 Welcome (30 minutes)

Members introduced themselves sharing their name, role, and personal pronoun (they/them, she/her, he/him).

CAC Member	Present	Not Present	Self-Advocate or Family Member
David Frye (Co-chair)	X		Self-advocate
June Bascom	X		
Mary Alice Favro	X		
Melissa Houser	X		Family
Hasan Ko	X		
Kristofor Medina	X		Self-advocate
Kirsten Murphy	X		
Lindsey Owen		X	
Persephone Ringgenberg	X		Self-advocate
Meagan Roy		X	Family
Liliane Savard	X		

<b>CAC Member</b>	<b>Present</b>	<b>Not Present</b>	<b>Self-Advocate or Family Member</b>
Michael Shor		X	Self-advocate
Arline Seiler		X	Self-advocate
Nicole Villemaire	X		Self-advocate
<b>14 Members</b>	<b>10</b>	<b>4</b>	<b>5</b>
	<b>71%</b>		<b>50%</b>

**CDCI personnel also introduced themselves: Rachel Cronin, Winnie Looby, Valerie Wood, and Jesse Suter.**

- Public: Matthew LeFluer joined the meeting. He has applied to be a member of the council. His application will be voted on in a future meeting.
- Members chose meeting roles:
  - Facilitator: David
  - Recorder: CDCI Staff
  - Timekeeper: Hasan
  - Jargon-buster: Mel
  - Keeper of the rudder: Valerie
  - Equalizer: Nicole
  - Processor: Kirsten
- Persephone made a motion to approve minutes from the last meeting. Mary Alice seconded the motion.

<b>CAC Member</b>	<b>Roll Call Vote</b>
David Frye (Co-chair)	Yes
June Bascom	
Mary Alice Favro	Yes
Melissa Houser	Yes

<b>CAC Member</b>	<b>Roll Call Vote</b>
Hasan Ko	Yes
Kristofor Medina	Yes
Kirsten Murphy	Yes
Lindsey Owen	Not present
Persephone Ringgenberg	Yes
Meagan Roy	Not present
Liliane Savard	Yes
Michael Shor	Not present
Arline Seiler	Not present
Nicole Villemaire	Yes

- **VOTE to approve meeting minutes passed with 9 Yes votes, 0 No votes, and 0 abstain.**

### **12:30 Farewell to members leaving (15 minutes)**

- This is the last meeting for Nicole, Mary Alice, and Liliane. Their terms on the Council have ended.
- Liliane shared that she has learned a lot in her journey from LEND to CAC to her completion of her PhD now and many new projects.
- Mary Alice shared her history with CDCI and appreciation to Council as she retires to enjoy advocacy work and gardening. Mary Alice shared she's worked with the I-Team and CDCI since 1991. She joined the council in 2015. Most exciting to see council expanded with more self-advocates and family members. She thanked everyone. She is retiring in just a few weeks. Mary Alice shared we need new members for the membership committee. Mel and Matthew are interested.

- Nicole V. shared her journey from CDCI office assistant to CAC and all she has learned in her work. She plans to continue working with CDCI. She will be dropping in on the CAC in the future!
- Jesse shared his thanks for each of the member's service. He has worked with each of them on the CAC and on other projects. He has learned so much from them.

## **12:45 Update on priorities for this year (45 minutes)**

Jesse introduced the purpose of the annual priorities. Today's goals are to share progress and get feedback from CAC members.

### **Infrastructure**

Rachel shared updates about Infrastructure from the CDCI Year in Review. CAC members gave feedback on several areas.

- Persephone recommended new project to give information about service animals. She said many people ask her about how to get service dogs.
- Rachel asked how CDCI can get quick feedback from advocates when grants are due.
  - Mel suggested partnering with existing groups of advocates. Also recommended way for people to give CDCI feedback at any time.
  - June recommended working with Laura Seigel for all work about Deaf, Hard of Hearing, and DeafBlind grants.
  - Michael: Need to pay advocates for their time and expertise.
  - Matthew shared that Special Olympics could join the process.
  - Liliane suggested working with people with disabilities to identify grants in the first place. Rather than getting feedback.

- Michael recommended university professors need more training about neurodiversity.
- David shared that VTDDC has a new grant on health equity. He shared it can be challenging to go to medical appointments. Forms are hard to complete. Want to have person go to appointment together.

## **Research**

Valerie shared updates about research this year at CDCI.

- Michael shared he would like to see more research being done about adult education and employment. He says there is less research on white-collar employment. We need to understand what accommodations are needed for a variety of disabilities.
- Persephone recommended a change for the Vermonter Poll. She said we should be more specific about types of disability.
- Valerie agreed that we need to be more clear what we mean when we say “disability.” We should include definitions and be more specific.
- Liliane asked if there could be a way for CAC members to give feedback between meetings. This could be something online.
- Valerie said she is thinking about holding open office hours for CAC members. Mel liked that idea. Mary Alice also did.
- Nicole suggested questions about how CAC members might share about their experience of disability.

Council decided to take a break and return to discussion of research.

## **1:30 Break (15 minutes)**

## **1:45 More feedback on work this year (60 minutes)**

### **Research (continued)**

Council members gave more feedback about research after the break.

- Michael: Want to see more research being done impacting his areas of disability. Adult education. Broad range of employment.
- Persephone: Suggests VT Poll have more detailed definition of disability rather than a broad question.
- Liliane: Suggested need for another forum to get feedback on research.
- Valerie said thinking about offering time to meet with CAC members outside of meetings. Several members shared they liked this idea.
- Nicole recommending asking people with disabilities about their experiences.

### **Community Service**

Adrienne shared updates about community service this year. This is her first meeting with CAC as core function coordinator!

- Adrienne shared we are trying to learn more about the people we serve. Especially want to do a better job asking people about their disability.
- Adrienne asked if anyone on CAC was interested in talking with her about this. Persephone, Michael, and Nicole also said they were interested.
- Kirsten shared that some people with disabilities could use training on technology to make social connections. She thought Vermont

Association for the Blind and Visually Impaired offers this kind of support. In the chat she shared that this could be a good collaboration with Assistive Technology Program.

- Michael said important to have more academic opportunities for people with disabilities. Shared has not found UVM to be accessible. Important to support people at different levels of education and needs.
- Mary Alice said students in Think College might be interested in giving feedback.
- Nicole said students in Think College have lots of different experiences that would be helpful.

## **Academics**

Winnie gave updates about teaching this year.

- Winnie shared she led a community forum with All Brains Belong. The purpose was to hear from students and families about school inclusion. [The recorded forum can be viewed on YouTube.](#)
- Winnie asked CAC members what it would take to have a successful internship program.
- Persephone said needs to match people's interests. Also needs to be flexible because people's interests change.
- David said hobbies can become jobs. For example, he loves antiques and that has become a part-time job for him. He said he would be happy to show others how to do this too.
- Michael said important to recruit people from a variety of areas. That way people have more choices for internships. And some fields in

Vermont have a strong culture of independent practice and it is not easy to get into them. May need longer term support.

- Persephone asked about what age group the program would serve. Winnie shared could be high school and older.
- Mary Alice recommended working with state and local agencies that have a lot of experience with employment. One example was BRIDGE program with Champlain Community Services. And around the state (not just Chittenden County).
- Winnie talked about desire to fill a gap rather than replication.
- Persephone mentioned the importance of transportation for those who can't drive.
- Nicole said her hand was raised for a long time and need to pay attention to raised hands.
- Nicole shared her experience of wanting to teach and passion for life skills as a self-advocate. Suggested potential contributions of people with different life skills.
- Liliane thought an internship program could help lots of people. For example, at UVM there are programs that could use help. Programs could get support and coaching to help connect them with people with disabilities. This is something students at UVM could be involved in and earn experience and credits or certificate.
- Also students at UVM could learn more about disability and two way system where students interested in special education can get experience of mentoring and the trainee can add the work experience to their resume. Liliane also suggested the importance of something tangible coming out of it (stipend, certificate)



- Michael said it is important to earn a living wage. A limitation of a lot of entry level jobs in Vermont is financial. Michael imagines a service like this would be a paid internship to be able to explore new fields.
- Michael also shared important to let people try lots of experiences. This would be better than only be allowed to participate one time.
- In chat, June said: Bryan Dague and Jennie Masterson (DDSD/DAIL) work with the Supported Employment Coordinators at the Designated Agencies and Specialized Service Agencies around the state. The Supported Employment Coordinators can reach out to the people they support to get input on this.
- Nicole said she has a lot of ideas for internship. Thought it would be helpful for interns to take classes to learn life skills classes.
- Persephone disagreed. She said if it is employment, you do not need life skills. Nicole clarified there are skills you need for jobs.
- Nicole as equalizer reminded everyone to speak one at a time and not interrupt.

## **Communication**

Audrey was not able to join us today. Jesse gave updates about communication.

- Audrey thanked everyone for sharing so much feedback this year about communication.
- Jesse shared updates: CDCI website, accessibility of UVM websites in general, and collecting information about how to navigate the website.
- Audrey will update websites every month so none of the information gets old.

- This year saw the launch of new podcasts featuring people with disabilities and their families. Thanks to those that participated. Jesse shared the plans for the editorial board.
- Audrey also helped all the projects make videos to explain their project and services.
- Plans for growing an online database of resources for more sharing and easier to find information.
- We learned that we need to offer a lot of professional development to people at CDCI to be able to offer accessible resources.
- **Audrey asked the CAC: How would you like to be involved with communications next year?**
  - Liliane shared that she liked the idea of office hours for CAC.
  - Mel shared that Inclusive Arts Vermont holds office hours every other week. She thinks office hours would be really helpful.
  - Nicole mentioned people helping with Center communication work and also Center supporting people doing their own work.
  - Michael shared he would be interested in being involved. He said it is difficult to have time and energy for some of the formats for communication. He thought an episodic approach could be helpful. Some formats there is pressure to share a lot of information.
- Jesse invited CAC members to continue giving feedback after the meeting. We have a few weeks before the annual report is due. And even if we do not receive feedback this year, we will use it next year.
- Jesse thanked all of the core function coordinators for their work this year. David thanked everyone as the chair.

- Nicole thanked the core function coordinators as the heart of CDCI.
- Adrienne,
- In chat, Liliane shared invitation to a “Brain Club” meeting tomorrow. This is with Mel's All Brains Belong. It will be about ideal adult supports and services for jobs, recreation, friendships, communication and healthcare.

## **2:45 Process and next steps (15 minutes)**

- Kirsten was processor. She said today’s meeting went really well. Hopefully robust feedback. We got off track a few times, but our keeper-of-the-rudder brought us back. We stayed on time well. Made space to hear everyone. The pacing of the meeting maybe was the best yet to allow space for people.
- Nicole: When someone is trying to speak please don’t interrupt them. Also sometimes had to raise hand for a long time. It is frustrating to be interrupted.
- Kirsten acknowledged that it is hard to see the hands through all the platforms but maybe facilitator can keep chat open.
- Michael shared need for more time for feedback for complex topics. Maybe don’t need more details. Also, if there is a requirement for raising hands then we need to monitor and understand the modes. Also, importance of moderation given the very short time.
- Mary Alice mentioned the importance of timekeeping and maybe we should have checked in about switching off the roles. Hasan noted the need for time allocations to be a little bit flexible to how the conversation goes.

- Mary Alice noted that by being in person Nicole had more limited options for raising hand (could not on Zoom). Mary Alice suggested foam fingers.
- Compliments to David for facilitating.
- Valerie asked if the keeper of the rudder should be given permission to interrupt a speaker?
- Kris- shared he did not participate much in the meeting but was a good listener and took it all in and is looking forward to the next meeting.