METRO REGIONAL QUALITY COUNCIL Meeting Agenda
Friday, April 11th, 2025 from 9-11am

The Regional Quality Councils shall:
1. Support efforts and initiatives that drive overall systems and social change to promote inclusion of people who have disabilities in the state of Minnesota
2. Improve person-centered outcomes in disability services; and
3. Identify or enhance quality of life indicators for people who have disabilities.

Meeting Attendance

Attendees: Mohamed, Lynn, Diane, Annelise, Robin, Cassie, Amelia D, Christina, Judy Marie, Frank, Yue Wu

Staff Attendees: JoAnn, Sophie, Caption,

Meeting Overview

1. Introductions

2. Workgroups Updates

- **Housing Workgroup (JoAnn)**

  Advocating for housing policies:

  - ✓ Our Future Starts at Home
  - ✓ Source of Income Discrimination Prevention

- **Culture of Safety Workgroup**

  This workgroup meets separately outside of monthly council meetings. They meet the second Thursday of each month from 1-3pm.

  Their next meeting is **Thursday, May 8th from 1-3pm.**

  Join Zoom Meeting
  https://arcminnesota.zoom.us/j/87931714598?pwd=J3UWuLFrAlr1mSVbNZFGayJ3Gwwnlx.1

  Meeting ID: 879 3171 4598
  Passcode: 116521

- **Staffing (DSPs & PCAs) Shortage Workgroup**

  This workgroup meets separately outside of monthly council meetings. They meet the fourth Thursday of each month from 11am-12:30pm.
  The next meeting is **Thursday, April 24th from 11am-12:30pm.**
  Join Zoom Meeting
  https://arcminnesota.zoom.us/j/87154192462?pwd=aDE2YnBUcVR1S2dvc0NzOUpFWCt5dz09
  Meeting ID: 871 5419 2462
  Passcode: 266371

3. Break Time

Employment Workgroup

Action Alert- ERAF continuation

Added to the Employment Workgroup page. The Employment Reimbursement Accommodation Fund pilot program is ending in July 2025. If we want to see it continue, we can take action to show support for its continuation.

Project idea: Increasing Employment Opportunities for pwds

From our April meeting, we discussed the many layers as to how and why certain applicants get chosen for interviews or get hired over others.

- **Making connections with Human Resources organizations**

  HR is one of the many layers applicants have go through to get hired. However, HR is not receptive or flexible to adapting to a diverse and changing workforce. In their minds, jobs are jobs and they don't change their requirements to accommodate for applicants who don't exactly meet their standards. It is difficult for applicants to get passed HR because they are the gate keepers. In the old days it was the supervisors who helped with hiring. Now it's HR that makes many of the hiring decisions. One way to get passed HR is to use employment services that can help bypass traditional hiring methods. Many providers offer employment exploration services with Job developers who work closely with pwds to help them find jobs that fit their individual needs and wants. However, one downside to these services is they often don't know how to serve pwds with higher digress and more skills. These particular job seekers need help obtaining higher level jobs. Entry level and part time jobs are much easier to come by than higher skilled ones.

  - **Project idea:** Getting the HR perspective
    Gain a better understanding of how and why HR chooses certain applicants over others.
  - **Project idea:** Educating HR staff
    Effort is being made to create more inclusive spaces and to integrate more pwds into the workforce. One way to do this is by presenting or talking to HR organizations about the life experiences of pwds and how to support them so they can fulfill job tasks. An MRQC member knows someone who works in HR and suggests we contact the Regional HR consortium of HR people Mission and Purpose - Twin Cities Society for Human Resource Management.

- **AI used to screen applications and resumes**

  - AI is being used to filter resumes and is impacting which resumes get accepted. Applicants have to now make sure they use the right words when completing their resumes and applications.

Project idea: Job Coaches

Job coaches are in short supply. Not enough workers want to be job coaches. How can the MRQC help with this? We should contact Megan Zeilinger (megan.zeilinger@co.dakota.mn.us) who knows all about this. Schedule a meeting to talk to her and ask her what she thinks and what she suggests. We can present some of our ideas to her and see what she thinks about them.

Here are some ideas:

- ✓ Create information video highlighting job coaches and those who use job coaching services and convey why it is so important.

- ✓ Consult with other counties and providers about the 15 minute billing code used to pay job coach services and if it should be changed.
- ✓ Survey job coaches (via providers) about the barriers they face to providing job coaching services. This would help us better understand the pressures they face helping pwds find and work jobs when there are limited resources. And also better understand the barriers that exist to become and work as job coaches.

Resource Fair

When: Thursday, April 17th
Where: Center for Adult Learning, Minneapolis MN
What Time: 3pm-5:30pm
The MRQC staff will be tabling at this event. Anyone is free to join us. We will distributing flyers which contain information about the MRQC, what it does and resource links.

Reverse Job Fair Event

When: Thursday, May 8th
Where: Anoka County Human Services in Blaine MN
What Time: 10:30am-11:30am
We are asked to help out with this event. It is a collaboration with Opportunity Services and we are helping by promoting the event to employers and business so they know about it just in case they want to attend.

Transportation Workgroup

TCAP Collaboration

Clare Riley is the Planning Analyst for Hennepin County Public Works. A lot of what we do is within Hennepin County. We are planning on scheduling a meeting with Clare to ask how we can help.
Any suggestions on project ideas are welcome?

Move MN Collaboration

We are also working on a potential collaboration with Move MN on some kind of transportation related project. Not quite sure what that is yet.

Transportation Project Ideas (Sophie)

Created an Action Alert: Showing support for the continuation of the Free Fare Pilot program. Check out the Transportation Workgroup page to find tools that can help you in your effort to show support.