METRO REGIONAL QUALITY COUNCIL Meeting Agenda
Friday, May 9th, 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: Benjamin, Mohamed, Diane, Robin, Annelise, Adam, Amelia S, Christina, Amelia D, Lynn, Cassie, Yue Wu, Frank

Staff Attendees: JoAnn, Sophie, caption, Cortney, Kerri,

Meeting Overview

1. Introductions

2. Workgroups Updates

- **Housing Workgroup (JoAnn)**

  Advocating for housing policies:

  - Source of Income Discrimination Prevention didn't pass this legislative session. Try again next year.

- **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, June 12th from 1-3pm.**

  Join Zoom Meeting

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

  Meeting ID: 879 3171 4598
  Passcode: 116521

  This workgroup is tasked with examining critical incidence that happen throughout the workday at various locations. Based on the critical incidence data collected by investigation teams including influential factors, they offer suggestions for improvement that would hopefully decrease the incidence rates. By using the Culture of Safety approach, they try not to blame workers for incidence that happen, but other factors.

- **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, May 22nd from 11am-12:30pm.**

Join Zoom Meeting
https://arcminnesota.zoom.us/j/87154192462?pwd=aDE2YnBUcVR1S2dvc0NzOUpFWCt5dz09
Meeting ID: 871 5419 2462
Passcode: 266371
The workgroup didn't meet in April, but wrote a letter of support for a bill that would enable DSPs to be certified workers and gain the same opportunities as other workers. MCIL was the initiator of this idea and the bill might be included in the Omnibus Bill.

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. Ray who is manages the program got it extended and has lots of money to spend. Part of the money will help pwds who are self-employed.

- If you are curious to learn more, there is a MN APSE Lunch & Learn event happening. Join MN APSE's May Lunch & Learn where Ray McCoy will discuss how Minnesota's Employer Reasonable Accommodation Fund (ERAF) is helping businesses remove barriers, boost retention, and create inclusive work environments—without breaking their budgets. This session will unpack how ERAF reimburses up to $30,000 annually to cover workplace accommodations for employees and job applicants with disabilities. This is a great opportunity for professional development at no cost to you or your staff. Managers - send your staff and subject matter experts will provide the training!
  When: Thursday May 15th, 12:00pm-1:00pm
  Registration: **APSE Lunch & Learn registration**
  Employer Reasonable Accommodation Fund / Minnesota Department of Employment and Economic Development

Project Idea: Presenting to Human Resources

Educating HR staff- Contacting college and university training HR programs and offering to present at their educational functions

- Topics to present according to Olivia's mentors?
  - Disability Does Not Equal Inability
  - Assumptions Can Be Harmful
  - Accommodations Are Often Simple
  - Disability Isn't Always Visible
  - Respect Privacy (Don't push for personal details; let individuals share what they're comfortable with)
- How to present? Host a panel discussion
- Other ideas?
  - We know pwds are overlooked due to bias.
  - When reaching out to HR, ask them what they are wanting to know more about in terms of disability.
  - Frank- can help reach out to HR since he works in higher education in Wisconsin. He has some experience being involved in University awareness campaigns and has worked with BIPOC and other groups whose goals is to increase awareness and intact change. He mentioned Augsburg has training programs for pwds specifically those with autism.

- Cortney-has a pipe dream to have employers advertise their accommodations It never hurts to dream!
- HR personnel can always benefit from learning more.
- Diane- mentioned linked in learning where people can learn about pwds and accommodations. Microsoft offers something similar.

- Reach out to:
  - Higher education recruitment consortium https://www.hercjobs.org/
  - Disability:IN MN https://di-mn.org/
  - Society of Human Resources Management https://www.shrm.org/about

Project idea: Issues with Recruiting and Retaining workers

How workers get paid- Perhaps it is because workers aren't always compensated for time spent providing non-direct service. JoAnn reached out to Megan Z to find out more and ask for a potential collaboration.

- Ideas on what we can do
  - Survey providers about job coaches
  - Connect with VRS
  - Get data from providers. data from providers might show disparities in workers' pay
  - Attend fairs and table at booths
  - Find out what challenges exists in maintaining workers
  - Find out the amount of time spent and kinds of services workers preform on behalf of their clients but can't bill for
  - Create an excel spreadsheet of providers to contact

Transportation Workgroup

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.

Bring Back 6th Design (JoAnn)

Our Streets is a local non-profit organization that advocates for less reliance on cars and develop more ecofriendly and equitable transportation options that everyone can use. They want to partner with us on a new project they are doing. JoAnn attended a couple of their meetings and shared her ideas especially emphasizing the importance of ensuring accessible and mass transit.