METRO REGIONAL QUALITY COUNCIL Meeting Minutes
Friday, June 10, 2022
9 am – 11:00 am

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.***

(Please Note: As the Chairperson, Jeffrey has requested that if you do not understand him please ask that he types out his statement or reply for understanding…do not pretend).

1) Welcome Introductions (10 Min) – Kerri/Jeffrey

- Welcome to JoAnn Leppink our new Metro Regional Quality Council Coordinator!

Attendance: Jeffrey, Rachel, Chelsea, Kyle, Tim, Erin, Frank, Judi Marie and Mohamed,

Non-Attendance: Katie (no longer join), Diane, Rod, Lindsey and Brad

ARC Staff: Kerri and JoAnn

2) Minutes from May Meeting (5 Min) -- Jeffrey

- Questions/comments?
  Notes:
- **The question, "What do people like to do when the weather is nice?" was asked**
  Responses ranged from hiking to kayaking to fly-fishing and so on.
- **Rachel shared a link (below) to a survey created by the MN Arts Board asking questions about Arts for people with disabilities.**
  I would suggest taking it if you want your voice heard in terms of improving artistic opportunities for people with disabilities.
  It took me about 5 minutes to complete the survey.
  A survey for people with disabilities from the MN Arts Board:
  https://www.videoask.com/f77yehi8w?fbclid=IwAR3XgDVz8dH6v13dfz5Zmc_FLx5plPYTZZzk5mvDhfSiV_DhNVGCr4ira7g

3) Membership update (15 Min) -- Kerri

- Terms
- Open seats
- Referral/Application Process
  Notes:
- **Kerri showed an excel spreadsheet that explained the membership terms.**
  Term periods vary from 1, 2 or 3 years and are staggered.

Mohamed expressed he would be open to serving a 3 year term.

- **Kerri explained the referral process and said if members think they know someone who would like to contribute to the council, they can refer them and send the completed referral form to JoAnn.**
  Once referred, JoAnn will send the person an application to complete and return.

4) **Consolidated Guidelines Review (15 Min) – Kerri/Frank**

Notes:

- **Kerri explained the councils want to follow the same consistent guidelines.**
  Hence the need to consolidate and create an overall document of council guidelines.
  Frank helped review the guideline contents such as the council's values and deliverables (what the State expects from us).
  There are now 4 regional councils and each councils includes however many participating counties.
  Each council has members representing different stakeholders.
- **Kerri went over membership expectations such as Members can participate in other councils and workgroups. Members are expected to participate either via zoom or in person and serve a minimum # of hours and attend minimum # of meetings, etc…**
- **Kerri asked, "Who wants to be a co-chair with Jeffrey to help facilitate meetings, plan agendas and facilitate workgroups?"**

5) **Last month's presentation on staffing shortage (20 Min) -- All**

- **Takeaways**
  - Stacie shared a lot of information from the DHS website, but this information may not be communicated/shared with the people who need it.
  - Information and resources need to be communicated better to bring awareness to them
  - DHS offers a lot if information but there is not teaching or training on how it can be applied or who is responsible
  - We need to hone in on what we really want to do before we invite other guest speakers so we can be more clear/specific about our request for information. (Suggestions for other guest speakers include Linda Wolford and someone from the Olmstead Implementation Office.)
  - Consensus is that the workforce shortage is an important priority, but how do we as a council want to make an impact.
  - Stacie Enders indicated that she is working on a project to level the playing field with PCA vs DSP. Do we want to get involved with this? Hold a legislative session to inform legislators and make clear that there is a difference in the two positions…that when PCA's are given wage increases, this does not affect DSPs.
  - There is work being done by Linda Wolford and her workgroup about pathways to the DSP profession and how job seekers can be directed to or informed of the profession; Larry Eisenstad from DEED (sp?) is working with high schools to create interest with students in the DSP profession
  - We should talk to Aric and Liz about how Collaborative Safety relates to the Direct Workforce Shortage
  - What ACTION do we want to take?
  - Although everyone wants to work collaboratively, people/groups are still working in silos
  - Quality is better when people are working together and builds a communication network
  - Although we all know that Covid has made a negative impact on the workforce shortage, it was a problem before Covid and will continue to be a problem…We need to look at long-term solutions that won't go away as things improve with Covid.

Notes:

- **Many members who attend the monthly meetings also attend the Culture of Safety Group.**
  The focus is on increasing safely measures in service provision.

One example is Critical Incidence and the concern of Elopement.
When it comes to Elopement, one cause could be due to staffing shortage in group homes which could give way to increased chances of elopement.

- **Culture of Safety and its purpose- workers mean well and want to do good work, but sometimes accidents can happen (reasons and causes vary) which need to be addressed to increase safety.**
  - **Other Thoughts/Reactions?**

*******Break (10 Minutes) drinks and bathroom**

6) What is working/What is not Working/ Ideas for action steps or focus areas (15 Minutes)

<u>Focus areas/action steps</u> --

- Education and definitions around the difference between DSPs and PCAs. It's very confusing and many decision makers think these titles are synonymous.
- Connecting the Collaborative Safety Model to the Workforce Shortage- not sure how….ask Aric
  - Making connections between the silos. Lots of information is available, but it doesn't appear to flow into ACTION. Reforms must be paired with finance. They can't be separate or nothing changes or gets implemented

Notes:

- **Send an email out to all after meeting about this?**
- **What else can we do engage and lively things up in meetings!☺**
- **Kerri suggests recruiting someone who can help facilitate meetings and to achieve more productive meetings.**
  Kerri can ask Nora to help facilitate meetings for workgroups so we can narrow down the council's visions, ideas and goals and develop work-plans to prioritize what we want to work on.
  One idea the council can take on is the concern of PWD's lack of choices and not being able to do what they want due to varying reasons?
- **Members shared their opinions about the productiveness of meetings:**
  Jeffrey thinks we talk a lot but there's not much action.
  Frank said DHS presented stuff but didn't give us much direction.
  A question presented was, "Do we want to work on employment issues, staff shortage or something new?"
  Frank supports the idea of an outside facilitator to help.
  There should be separate facilitation for the Metro and Regional council.

7) Person Centered Thinking Facilitation Discussion (15 Minutes) –

- **Example: <u>Charting the LifeCourse</u> –** Charting the LifeCourse is designed to be used in your own life, your family, or the work you do. The framework and tools help to organize your ideas, vision, and goals, as well as problem solve, navigate and advocate for supports.
- **To learn more about Charting the LifeCourse, go to:** LifeCourse Nexus – Exchange Knowledge | Build Capacity | Engage Collaboratively (lifecoursetools.com)

8) Bite Size Learning Opportunity (15 Minutes)

Ableism video: https://vimeo.com/492480733

Discussion Questions:

- **Why is learning about ableism important?**

Notes:

- **Members expressed their answers.**
  Erin said, It's important because it is still experienced, it is so ingrained is us on how people with disabilities can't do stuff, Covid deaths of PWDs are touted off as officials claim the fight against Covid is going well.
  Frank said, Ableism gets lost within all the isms and we need to be more conscious of it.
  Judi Marie is a member of Down Syndrome Association of MN and they do a good job at positively promoting PWDs, a law had to be passed to repair children's heart with Down Syndrome so we still have a ways to go.

- **What are some examples of how ableism shows up in your professional life?**
  Notes:
  - **Members expressed their answers.**
    Frank said, Not so many options of workspaces, we aren't sensitive to people's needs.
    Chelsea & Erin both agree automatic doors should be more dispersed in buildings besides the entrance.
    Kerri thinks we should use less ablest language.

- **What do you think society could do better to include and accommodate Disabled people?**
  Notes:
  - **Members expressed their answers.**
    Judi Marie- we should insist on Universal Design
    Kyle- we only do bare minimum when we should do more
    Erin- the world is designed to exclude and it's the environment that causes exclusion
    Jeffrey- people need to be more patient

Other

- **RQC Associate Job Position is posted and we have applicants! We will keep you posted! Please direct any interested candidates to Kerri at kerrileucuta@arcminnesota.org or 507-513-7615**

Next Steps

- **Culture of Safety Data Action Group – Next meeting is scheduled for 6/22/2022**
- **Kerri will arrange for Nora to come and facilitate a meeting so we can set and narrow some ideas for the group to work on.**
- **Please respond to "What's working and What's not" email if you haven't already done so**
- **Schedule an individual meeting with JoAnn if you already haven't done so, so she can get to know you better.**
- **Conjure up ideas for Bite Size Learning and making meetings more engaging.**