METRO REGIONAL QUALITY COUNCIL AGENDA
Friday August 14th, 2020
9 am – 12pm
The Arc Minnesota
2446 University Ave West, Suite 110
St. Paul, Minnesota
Zoom

Purpose Statement: The purpose of the Regional Quality Council is to connect with and promote all communities of people with disabilities so that services and supports help them to live a life based on their hopes and dreams. The council will work together to continually monitor and improve the quality of services and supports for people with disabilities. The council seeks to improve person-centered outcomes, quality of life indicators, and to drive overall systems change.

In attendance: Angie Guenther, Tayler Guccione, Diane Sjolander, Rebecca St. Martin, Erin Paredes, Chelsea Lorenz, Paris Gatlin, Jeffery Nurick, Mohamed Mourssi-Alfash, Judi Marie Ringe, Kyle Dennis, Rhonda Godfrey, Tim Sullivan, Robert Morneau, Rod Carlson, Joe Cuoco

Intern: Kayla Owens

Guests: Poppy Sundquist, Frank Kadwell, and Lauren Thompson

Note: Meeting transcripts and recordings are available upon request to the MRQC Project Manager at AngieGuenther@arcminnesota.org

1. **Introductions/What's Happening**
   - Mohammed: Requested that new membership information be to include in the updated Charter.
   - Paris: The Arc has partner with the Bethel College to develop a job board for employers who want to hire people with disabilities and for people with disabilities to have an opportunity to post resumes for employers to read.
     - Partners: The Arc Minnesota, Bethel University and RecruitABLE
     - Six self-advocates to review and test the job board. The advocates will review the job board for accessibility, if it is easily navigable, provide feedback etc.
     - Goal to have the job board up and running by September 2020
   - Angie: The MRQC Employment Report was sent to the employment work group who have provided feedback. Angie will make edits to the report and send it out to the whole council next Monday for review and feedback.
     - Think about how we can share and present this information.

2. **Support Staff Data Analysis – Kayla Owens, RQC Intern**
   This presentation and the recording are available upon request.
   - Presentation
     - Study Design/Methods
     - Demographics: Sex, race, and agreement type

- Results: Best practices and challenges/barriers
- Demographic Analysis: Best Practices and Challenges/Barriers in the categories of sex, race, and service agreement type
- Limitations
- Future Directions

- Group discussion, Q&A
  - How is this information shared with Department of Human Services? Will be included in the annual report and on our MRQC website. Would love suggestions or recommendations from council.

3. Workgroups

- **Employment**
  - Discuss progress on We Work Campaign and MRQC Employment Report
    - Move to the HOW for employers – how can we make it open/welcoming, positive experience, etc.
    - Tangible steps, resources (our MRQC website has some resources and materials – ongoing work)
    - A lot of opportunity for small businesses to utilize part time staff
  - Take a stronger stance on ending segregated employment and subminimum wage
    - People shouldn't lose benefits for working
    - Everyone has the ability to contribute their skills, have a job in the community
    - Push the bar higher for everyone so that they can have greater opportunity – don't want to leave anyone out but can't set the bar too low – everyone should have the ability to contribute (not just volunteer) – we need a world that is willing to support/accept everyone
    - Concern for those with more significant support needs - continuum of services – job share?
    - Job support is a continual process for everyone
  - Universal design
  - Discuss community outreach efforts – What have we done? What more can we do?
    - Resource need: Guide of how to get the word out (EX: linkedin, website, etc)
    - Frank is going to connect with the St. Paul Chamber of Commerce
    - Job developers – share video clips as they are arranging jobs with their employers
    - Transition aged youth – what they want to do, what they are good at, opportunities, etc.
    - Connect with other statewide disability organizations – Down Syndrome Association, NAMI, Proof alliance

- **Support Staff**
  - Focused on main category of Building Viable Careers
    - Created/edited subcategories for Building Viable Careers:
      - Suggestion to switch to making support staff a career instead of a temporary job. Create opportunities to move up to higher positions.

        - A comment was made that we need to add consideration of funding to do this. Support Staff need to have a livable wage, which requires funding and legislature and should be mentioned. Other members agreed with this suggestion.
    - Suggestion for a marketing campaign to educate about the support staff career.
    - Suggestion to focus on educating younger people about what is care and how do we respect other boundaries. Training and education about this should be carried out throughout high school.
        - Other members mentioned that some of these programs do already exist in elementary education, but that the programs should be more intentional about caring and that this would help create good support staff.
        - Pilot program in Olmstead MN to see trial about introducing care giver curriculum to children at a much younger age, in middle and high schools.
    - Tayler commented that each category is not distinctly separate and that they all intersect and go hand in hand.
    - Suggestion that instead of just wage increases as time and positions increase. Wages need to start at a livable wage and continue to go up from there.
        - Other members agreed with this suggestion.
        - Another suggestion was to have higher wages when more liabilities are assumed by the support staff member (having to drive people around, etc). Wage/salary needs to support expense and liability that goes into being a support staff member.
    - Unanimous vote to remove Recognition Programs subcategory.
    - There was a request for more explanation around Promote Existing Career Pathways subcategory. Tayler will add this additional explanation to final survey sent out.
    - Suggestion to remove Strengthen Employment Support subcategory for redundance. Unanimous vote to remove it.
- Tayler asked for Top 3 Subcategories
    - Suggestions that Implement best practices subcategory is very important as well as The Usage of competency-based training subcategory.
    - Suggestion to have college and student loan forgiveness for care or civic service volunteering or have this as a college requirement.
    - Suggestion to add working in collaboration with service providers and DHS when it comes to wage setting.
- Next Steps
    - Tayler will working on creating a subcategory that covers the top three subcategories the workgroup decided were priority. She will send out subcategory idea to get approval from workgroup.

4. Large Group Share Out

- Support staff workgroup narrow downed top three subcategory topics for work. Tayler will be creating one main subcategory that covers the top three areas that workgroup decided were priority.

- Employment workgroup focused on taking a stronger stance against subminimum wage and implementing universal design.

5. **What's Working/What's Not**

Working:

- Agenda was carefully followed which kept us on track
- Having materials ahead of time to review
- Breakout room allowed more in depth conversation on our specific topics
- Technology
- No confrontation

Not working:

-Support staff presentation could have been condensed

Next Meeting: September 11th, 2020 from 9:00 – 11:00am