



DIN Annual Report 2022-2023

Background:

In 2013, Governor Inslee signed Executive Order 13-02 to address the disparities and reduce discrimination in hiring, retaining, and promoting people with disabilities into State service. The order created a hiring initiative that the state workforce be comprised of five-percent people with disabilities. The Disability Inclusion Network (DIN) Business Resource Group (BRG) was created as a result. The DIN officially launched in August 2019 to address Governor Inslee's order.

Mission and Purpose:

The DIN BRG exists to engage the experience, values, and knowledge of people with disabilities in state government, promote universal access, and create an environment where people with disabilities can fully participate in all aspects of the workplace.

Vision

- Washington State is an employer of choice for people with disabilities
- People with disabilities have equitable access to opportunities and resources through recruitment, hiring, training, development, retention, and promotion
- The DIN BRG is an education resource that supports disability inclusion in Washington state workforce

Leadership

- Chair – Vin Harmon (8/22 – 4/23)
- Acting Chair – Linda Lohdefinck (4/23 – 7/23)
- Vice Chair (8/22 – 4/23) – Linda Lohdefinck
- Appointed Vice Chair (5/23-7/23) – Mary “Maggie” Campbell
- Secretary – Jarrod Irvin (8/22 – 7/23)
- Communications and Marketing Director (8/22 – 7/23) – Ann Boone
- Executive Sponsor (10/21 – Present) – Michael MacKillop

The goals for 2022-2023 in previous report were listed as below, but

This year DIN has seen a change in leadership, including the stepping down of one of the leaders and the appointing of an interim vice chair.

Continued Goal: Improve awards/recognition system:

DIN successfully improved on the process for the RADD Awards and continued with a second year of this event. 5 award categories, received nominations, scored the nominations, and on July 26, 2023, DIN held its second annual Disability Inclusion Network Respect, Acceptance, and Dignity for Persons with Disabilities (RADD) Award ceremony. This ceremony was also held on the anniversary of the ADA. Speakers included Governor Inslee, Megan Mathews (Office of Equity) and Marcus Glasper, and DIN Executive Sponsor Michael MacKillop. At this ceremony both award winners and a runner up in each category were announced.

The five categories are awarded for a significant contribution to disability awareness and inclusion by:

- A. Agency/Division/Higher Education
- B. Manager/Supervisor/Faculty
- C. Team
- D. Individual (not a Manager/Supervisor/Faculty)
- E. Advocate of the Year

1. Begin work on a statewide survey to explore disclosure of disability rates in marginalized communities and reasons why respondents choose to disclose or not
2. Coordinate with OFM/SHR and Reasonable Accommodation specialists within state enterprise to create a pamphlet for all new employees on reasonable accommodation rights and contact information for each agency/division/administration
3. Continue to bring guest speakers to both DIN general membership meetings and special events to provide training, advocacy, and other information for state employees about disability topics
4. Collaborate with the other Business Resource Groups on ways to continue to support each other and promote BRG activities and the intersectionality of identities.

Goal 4: DIN's primary goal has been to stabilize ASL and CART services not just for DIN's meetings, but for all BRGs meetings and events. All our activities and efforts are directly affected by having these services available to engage members of all BRGs. This is not just a "DIN" need. We will continue working to have a process in place for all BRGs to be able to request ASL/CART. Involving the Office of Deaf and Hard of Hearing (ODHH) has been an important support in this process. Additionally, DIN has worked with OFM to improve communications and trust in working together. We will continue to work on promoting equity and inclusion for all those represented by DIN and other BRGs.

DIN has continued to bring guest speakers to both DIN general membership meetings and special events to provide training, advocacy, and other information for state employees about disability topics. Some of the topics presented/activities this year included:

NDEAM Lunch & Learn presentation

Accessibility in the Workplace to One Washington Lunch & Learn - with multiple documents and references.

Information shared about the RADD Awards at the Washington Statewide Diversity, Equity and Inclusion Council Meeting in April.

DIN representatives at booths for: PSRW, Deaf Nation, OIC Employee event

Along with providing multiple opportunities for our DIN members to become involved, DIN also had guest speakers and trainings during our monthly membership meetings. New leadership began August 2022.

DIN Events from the past year (Aug 2022 – July 2023)

- August 2022 : Suzanne Andrus & Ariel Cardenas from the Employment Security Department (ESD), gave a presentation on Paid Family and Medical Leave (PFML).
- September: Jarrod Irvin - DIN presentation at OFM Townhall = DIN 101
- October: Ernest Covington, Ellis Starrett presented National Disability Employment Awareness Month (NDEAM) Part of the Equity Equation Lunch & Learn was presented October 19, 2022
- November: DeafNation 2022
Dr. Marie Natrall-Ackles gave a presentation for Native American Heritage month
- No DIN Membership meeting was held in December

- Unfortunately, due to conflicts in OFM support, there were no ASL/CART services and the 2023 January and February meetings had to be cancelled.
 - January: inability to secure CART services and all interpreter services needed for January's meeting.
 - February: no meeting due to OFM error arranging accessibility services.

- March: Joslyn Nelson presented on Disability Justice
Tyjuan Stevens presentation: sharing his experiences
- April: Sarah Norton presented: "Neurodivergent – Living and Working in the Modern World"
- May: Membership meeting - Language Access presentation and training. ODHHS, DES
Sarah presented an Overview on accessibility, basic accessibility understanding to the one Washington folks.
- June: Membership meeting - Carlee Osburn (EAP) presented: Employee Assistance Program
Interagency Committee of State Employed Women (ICSEW) presented information on their upcoming October Conference event.
- July: Membership meeting - State PARKS ADA Transition Plan and the All-Terrain Wheelchair Pilot Program, ADA Anniversary

Materials: DIN developed one-pager: “The Employee Engagement Survey includes a question asking if I have a disability. How should I answer?”

Membership and Subscriptions

DIN has Active members, members of the community at large, and subscribers to our GovDelivery bulletins. All play an immensely important role in furthering the mission and values of DIN and our annual goals.

GovDelivery

GovDelivery bulletins are sent out regularly by DIN on a variety of topics. Along with announcing monthly DIN meets and special events hosted by DIN, these bulletins also inform on opportunities for community involvement such as Digital Equity Forum listening sessions, HR Lunch and Learns. DIN also seeks to share other BRG events via the DIN GovDelivery system as well.

Membership and Meeting Attendance

Active members are described as any member who has attended 6 of the last 12 meetings for DIN. Active members can vote in elections and run for leadership positions. However, DIN is open to all State of Washington employees.

2023 Significant Data Points	
Total unique attendees at DIN meetings between 8/22-7/23	297
Highest number of attendees at DIN meeting between 8/22-7/23	63
Average attendance at DIN meeting 8/22-7/23	36
Total number of DIN meetings held 8/22-7/23	11
Number of active members as of 7/23	42
People attended their first DIN meeting since 3/23	77

DIN Subcommittees

Communications and Marketing Subcommittee

The communications subcommittee spent a large portion of this past year working diligently on the DIN website, attempting to increase traffic to the website by posting relevant content. This subcommittees mission and goals include:

1. Provide an engaging and interactive website that is user friendly that provides valuable statewide information and resources and provide information about DIN and DIN activities.
2. Ensure that all forms of communication and marketing are accessible and promote universal access throughout the enterprise
3. Provide technical assistance to other BRGs when needed

Resources and Policy Subcommittee

The Resources and Policy Subcommittee “Disability Inclusion in the Workplace” guide is being actively shared with agencies/requestors. This guide provides a comprehensive overview of disability topics for all workplaces, from general disability awareness tips; to disability friendly workplace strategies; and information about specific disability categories. This subcommittees missions and goals include:

1. Engage and partner with employees with disabilities in all stages of their career from new hires to retirement
2. Provide managers with resources for inclusive work activities through GovDelivery emails, postings on the DIN website, and at DIN trainings and events
3. Consult with agencies and DIN leadership, as requested, on issues and policy related to disability inclusion and accessibility

Education, Training, and Advocacy Subcommittee

The Education, Training, and Advocacy Subcommittee (ETA) continues to work on created a ‘Disability 101’ presentation and is working with the Resources and Policy subcommittee to create a training that presents the materials in the “Disability Inclusion in the Workplace” guide and the “Hosting an Inclusive Virtual Meeting” guide. This subcommittees missions and goals include:

1. Engage with hiring managers upon request and/or approval of DIN leadership to actively hire, promote, train, develop, and retain employees with disabilities
2. Create and source media and materials related to a variety of disability topics
3. Educate about barriers and biases in the workplace through in person/virtual trainings, DIN created videos, and other materials (handouts, pamphlets, brochures etc.) to be made available on the DIN website

Disability Justice Subcommittee

The Disability Justice Subcommittee continues in the process of building membership and activities. The mission and goals of this subcommittee include:

1. Identify the gaps and barriers for persons with disabilities in marginalized communities
2. Increase awareness of the intersectionality of identity(s) for peoples with disabilities
3. Provide trainings and educational materials on issues related to disability justice

Financial:

Acct Process Date	Sponsor	Invoice Num	Amount
3/8/2023	WSECU SPONSORSHIP FY22		1,666.66
4/6/2023	CTS		500.00
			2,166.66

Goals for 2023-2024:

The following items are goals for the 2023-2024 DIN year:

- Increase DIN's online presence: update our website monthly and ensure all materials we create are available as well as upcoming events.
- Publish a quarterly newsletter on the webpage and distribute it through GovDelivery. Subcommittees to be responsible for a recurring report published in the newsletter.
- Plan for October 2024 for National Disability in Employment Awareness Month (NDEAM) event partnering with other state agencies/BRGs.
- Plan for 2024 RADD Awards