

Outreach-Unserved-Underserved  
 Doubletree Hotel- Newark  
 50 North 2<sup>nd</sup> Street  
 Newark, Ohio 43055  
 May 4, 2017  
 11:25 – 12:55 p.m.  
 Notes taken by Fatica Ayers

**Mission Statement**

To conduct outreach activities to identify individuals with developmental disabilities and their families who otherwise might not come to the attention of the Council and assist enable individuals and families to obtain services, individualized supports and other forms of assistance including access to special adaptation of generic community or specialized services.

**Members of the Outreach Committee**

<b>Name</b>	<b>Present</b>
<b>Mindy Vance, New Vice Chair</b>	<b>X</b>
<b>Kim Stults</b>	<b>X</b>
<b>Paula Rabidoux, Chairperson</b>	<b>X</b>
<b>Mark Seifarh</b>	<b>X</b>
<b>Jill Radler</b>	
<b>Neil Castilow</b>	<b>X</b>
<b>Rochelle – Rollins</b>	<b>X</b>
<b>Michael Schroeder, Special Advisor</b>	<b>X</b>
<b>Marcella Straughter</b>	<b>X</b>

**Guests**

**Gordon O’Neil, Public Awareness Grantee**

**Devika Rao, Public Awareness Grantee**

**Robinette w/ Marcella Straughter**

**Staff**

<b>Name</b>	<b>Present</b>
<b>Fatica Ayers</b>	<b>X</b>
<b>Carla Cox</b>	<b>X</b>
<b>Gilbrina Dillon</b>	<b>X</b>
<b>Carolyn Knight, Executive Director</b>	<b>X</b>
<b>Ken Latham</b>	
<b>Robin Shipp</b>	<b>X</b>

**I. The meeting was called to order at 11: 32 a.m. by Chairperson, Paula Rabidoux**

- A. Introduction of Attendees- Paula Rabidoux

**II. Approval of March 2, 2017 minutes**

- A. Paula asked for a motion to approve the March 2, 2017 minutes as mailed.
1. Kim Stults made motion to approve the minutes as mailed.
  2. It was seconded by Rochelle – Rollins.
  3. The motion was carried.
  4. Mindy Vance abstained.

**III. Comments and remarks by Paula.**

- A. Paula announced that Mindy Vance has been appointed as Vice Chair of Outreach.

**IV. Dr. Hicks final Outreach Report**

- A. Paula shared highlights from the report she found interesting:
1. The Outreach Committee conducted different types of projects that represented various populations that were touched by the work.
  2. Council has been quite diverse.
  3. We still struggle with getting diversity among Council.
  4. Outreach may need to work with Nominating to determine how to expand nominations to more un/underserved populations.
    - a. The applicant pool is very low.
    - b. We may need to re-look at the qualifications for being on Council.
    - c. Social media is a way to get the word out about specific un/underserve groups we are trying to target to participate on Council.
    - d. We may have to do a combination of social media and face to face meeting to recruit new Council members.
    - e. We should be providing some kind of ongoing training with council on cultural and linguistic diversity. We may just need to ask new Council members what style training would they prefer.
  5. Since we keep going to County Boards for potential applicants, we may need to conduct a survey of the County Board leadership to determine the representation of the Superintendents and the population within their counties.
- B. After much discussion and debate on whether or not to create a motion, the following was suggested:
1. Carolyn and Ken will decide which grantee would be amenable to creating a profile on each county and it's leadership.
  2. The grantee would collect data on how they represent the un/underserved populations.

3. The data should mirror what is collected for education and/or schools. (Something like a “report card” or “profile”.
4. The focus should also be on disparity among county leadership as well. Do the demographics of county board leadership reflect the county population?
5. Staff will bring a recommendation on who will conduct this activity by the July meeting.

V. **Paul’s topics for the Data Collection Grant- any comments**

A. Paula opened the floor for any comments regarding Paul’s summation of possible topics to be covered by the Data/Research Grant.

1. Final conclusion the topics and questions are fine.

VI. **Outreach/Staff/Standing Committees- Paula ( Understanding Outreach as an Organization- This should include all)**

A. Paula opened the floor on how to continue to promote better understanding throughout Council about the importance of reaching the un/underserved.

1. Outreach can ask various Chairs & Staff to report on the outreach work being conducted by other grantees.
2. Suggest that all Chairs should be a member of the Outreach Committee (or at least attend).
3. Members of the Outreach Committee should continue to represent the concerns of the Outreach Committee on the other committees they participate on.

VII. **Chairperson Paula Rabidoux- “Implicit Biases Training”**

A. Paula showed two very powerful videos clips about “Implicit Biases” and provided a hand-out. Below are highlights of the presentation and discussion:

1. The definition of “implicit biases” means social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing.
2. Unconscious bias is more prevalent than conscious prejudice and is often incompatible with one’s conscious values.
3. Biases may be more prevalent when multi-tasking or working under time pressure.
4. To understand the nature of bias, you must look at cognitive strategy and involuntary.
5. How are we going to do this type of training for Council as a whole.
6. There is a need for on-going training for Council Members.
  - a. It was suggested that this training should be mandatory.
  - b. Council can include at least 10 minutes of some kind of training at full Council each time we meet.

- c. It was also suggested that a full blown training be conducted at Council's Retreat.

**VIII. Adjournment**

- A. The meeting was adjourned at 12:57 p.m