

NEVADA STATE REHABILITATION COUNCIL  
MEETING MINUTES  
*AMENDED, 9.13.11*

Department of Employment, Training & Rehabilitation (DETR)

May 10, 2011

DETR  
500 East Third St.  
Carson City, NV

DETR  
2800 East St. Louis Ave  
Las Vegas, NV

Elko JobConnect  
172 Sixth St.  
Elko, NV

**MEMBERS PRESENT**

Maureen Cole  
Steve Chartrand  
Jane Gruner  
Robin Hall-Walker  
Kevin Hull  
Edina Jambor  
Jennifer S. Kane  
Jack Mayes  
Brian Patchett  
Joan Rachmel  
Kathy Treants  
Scott Youngs

**MEMBERS ABSENT**

Jimmy Begay  
Kate Osti  
Chris Syverson

**GUESTS:**

Branton Steward, Certified Deaf Interpreter (CDI)  
Linda Bove, CDI  
Dolores Parish, Certified Hearing Interpreter (CHI)  
Caroline Bass, CHI  
Richard Bass  
Robert Boggess  
Cynthia Hopkins

**STAFF:**

Robert Whitney, Attorney General  
Melaine Mason, Deputy Administrator, Operations  
Janice John, Deputy Administrator, Programs Services  
Pamela June, Chief, Office of Disability Employment Policy  
Melissa Starr, Management Analyst 1  
Sylvia Milburn, Rehabilitation Manager  
Sheena Kaufman, Vocational Rehabilitation Counselor  
Robin Whisenhunt, Vocational Rehabilitation Counselor  
Ron Pavelko, Vocational Rehabilitation Counselor  
Michelle Rondeau, Administrative Assistant  
Beth Talcott, Administrative Assistant

**EXHIBITS:**

- Nevada State Rehabilitation Council (NSRC) November 16, 2010 meeting minutes
- State Plan Committee Recommendations
- Federal Fiscal Year (FFY) 2012 State Plan
- NSRC Satisfaction Survey
- Business Letter from Ernst & Young

- Proposed 2012 NSRC meeting schedule
- Nevada Student Leadership Summit Power Point Presentation
- Nevada Student Leadership Summit meeting program
- Nevada Student Leadership Transition sessions list
- Nevada Student Leadership Statewide Transition Action Plans
- Nevada Student Leadership Vendor Selections forms
- Social Security Administration Ticket to Work Statistics
- Rehabilitation Performance Indicators

I. **ROLL CALL AND CONFIRMATION OF QUORUM:**

Robin Hall-Walker, Chair called the meeting to order at 9:03 a.m. PST.

Robin stated during our last interaction we had a non-meeting, since we did not have a quorum. At that time individuals who were visiting were allowed to share information and participate in an interaction with the council members that were available, as a discussion.

For today we want to ensure, that the Council and the business of the Council moves forward in an appropriate manner with its policies and procedures, which is Robert's Rules of Order. The floor, being given permission to speak, is granted to individuals upon request in a customary fashion. The public comments have a set time. Other individuals who have business or agenda items will be allowed to present those agenda items in order, until such time as we present information out of order, and we let individuals at our meeting know that.

When you are given the floor, feel free to share and express yourself in an appropriate manner. We encourage interaction, but we cannot have any disrespect or inappropriate behavior and non-civil activity, that we cannot tolerate and move forward with business of the state. Individuals who are in need of interpreter services will be accommodated. Individuals that have not requested such accommodations or do not need such accommodations may not be accommodated. Individuals whether using an interpreter or not, are asked to limit cross-talk to keep down confusion. We want to stay on topic. There is a warning system in place. If individuals are governing themselves in a manner that is not deemed to be appropriate for the meeting at hand, one warning, two warnings, at the third warning security will be called and the individuals will be escorted out, this warning system will be monitored by the Deputy Attorney General.

Pamela June read the roll call and verified that a quorum was present.

II. **VERIFICATION OF POSTING:**

Pamela June verified that the posting was accomplished on time and per requirements

III. **WELCOME AND INTRODUCTIONS:**

Robin Hall-Walker welcomed out going Rehabilitation Counselor Joan Rachmel as she is the out going Vocational Rehabilitation Counselor and Sheena Kaufman will be taking her place, once Sheena has received her letter of appointment from the Governor.

IV. **DISCUSSION/POSSIBLE ACTION APPROVAL OF THE NEVADA STATE REHABILITATION COUNCIL (NSRC) NOVEMBER 16, 2010 MEETING MINUTES**

Kathy Treants moved to accept the November 16, 2010 meeting minutes.  
Jennifer S. Kane seconded. Motion passed.

V. **DISCUSSION/POSSIBLE ACTION APPROVAL STATE PLAN COMMITTEE RECOMMENDATIONS ON GOALS, STRATEGIES AND INDICATORS**

Robin Hall-Walker asked if there was any discussion on the materials each Council member had received in their meeting packets in reference to the proposed changes to the State Plan. Jack Mayes moved to pass the proposed State Plan changes.  
Jennifer S. Kane seconded the motion.

Scott Youngs asked to have verbiage changed within Goal One, the Strategies the third bullet point to read as "Improve special outreach efforts to Transitions Students, i.e., camps and the transition summit leadership trainings."

Jack Mayes withdrew his prior motion. Jack Mayes then amended his motion to accept the proposed State Plan changes with the one new revision to Goal One, Strategy's third bullet point.  
Jennifer S. Kane seconded. Motion passed.

VI. **PRESENTATION/DISCUSSION/POSSIBLE ACTION ON THE ENTIRE FFY 2012 STATE PLAN**

Maureen Cole proceeded by reading through each section of the State Plan. When Maureen reached 4.11A the new Comprehensive Statewide Assessment of Needs, Jack Mayes asked what kind of outreach does the Division actually do, what events do the Counselors participate in?

Maureen responded the Division has contacts with a number of cultural organizations, North and South and they participate in their activities and meetings. They attend the Latin Chamber of Commerce and Robin Hall-Walker participates in outreach as the Director of the Client Assistance Program (CAP). Janice John stated the Division is partnered with the Native American activities, the Disability Awareness Fair with University Nevada, Las Vegas, (UNLV), Clark County School District, transition fairs, job fairs, Veteran's Administration, and any kind of event through Mental Health.

Jack asked if there were Spanish speaking Counselors at all VR office locations. Maureen responded, not in all the offices, there are accommodations with video, phone and fax capabilities. Maureen mentioned that the Division also has a Chinese speaking Counselor and a deaf Counselor who uses American Sign Language (ASL). The Division has representation at 25 to 30 statewide boards and commissions.

Maureen continued with reading through the printed documentation.

Scott Youngs stated that he felt it was difficult to follow along with all of the different attachments pertaining to the State Plan. He felt that it would be helpful in the future for the administrator directly tie part of the report to each goal, strategy and indicator.

Maureen responded that we can certainly do that as the State Plan is a very cumbersome report format and is not particularly user friendly.

Scott Youngs clarified that he would like to see a report more on performance and how we're progressing according to our yearly progress throughout the year. He felt that he would be able to provide more valuable feedback with this information.

Maureen stated that we can devise a report that speaks to the goals, strategies and indicators that we've set forth for ourselves and how we've performed to those planned outcomes.

Scott Youngs moved to accept the FFY 2012 State Plan as presented with the amendments made to Goal One, third bullet point as approved during the last agenda item.

Kathy Treants seconded the motion. Motion passed.

VII. **DISCUSSION/POSSIBLE ACTION ON THE RESULTS OF THE NSRC SATISFACTION SURVEY REGARDING THE REHABILITATION DIVISION SUPPORT TO COUNCIL**

Robin Hall-Walker said the Division sends out a satisfaction survey, and the answers are sent to the Chair of the Council for a tally. This year eight out of fifteen Council members sent responses. These responses gave the Division a 96.43% rating. She expressed a desire for all Council members to participate in the future.

VIII. **DISCUSSION/POSSIBLE ACTION REGARDING CORRESPONDENCE RECEIVED FROM BUSINESS COMMUNITY OF NSRC**

Robin Hall-Walker read the business letter received from Ernest & Young. She stated it was encouraging to receive contact from someone saying "we are looking at expanding our cultural and ability outreach, and we want to partner with you". She expressed that we never know what leads are going to result in valid significant jobs for Nevadans with disabilities.

Maureen said having a contact person at their corporate headquarters would be a real benefit to the Division because what we're hearing on a national level is that they have these initiatives and these goals to meet on a high level in the corporate plain, but sometimes that doesn't translate real well down to local offices. By having this national manager that the Division can contact and ensure that referrals are made to the local level.

Edina Jambor commented that the information for individuals who major in that career area and who are looking for jobs, there are many different opportunities from Ernst & Young.

Jack Mayes expressed a more skeptical side that Ernst & Young has sent out letters of this type perhaps due to a lawsuit, and in turn committed to outreaching to populations that they were not historically employing.

Jack also mentioned that most companies now use on-line applications. He questioned how would someone who is disabled use a computer to send their application? Joan Rachmel replied that the Division has both Counselors and Service Coordinators that provide computer training and assistance in the on-line computer job application process.

Kathy Treants moved to go ahead and forward the information, and give the discretion to follow-up on the Ernst & Young letter, to the agency.  
Edina Jambor seconded. Motion passes.

IX. **DISCUSSION/POSSIBLE ACTION CHAIR AND VICE CHAIR ELECTIONS**

The meeting was paused due to technical difficulties.

Maureen Cole said NSRC officer elections take place every two years.

Pamela June reminded the Council that Chris Syverson will be terming out of the Council August of 2012. Robin Hall-Walker said "if nominated we shall serve."

Jennifer S. Kane nominated Robin Hall-Walker for the Council Chair. No other nominations were made. Votes were taken, motion passed.

Jack Mayes nominated Scott Youngs as Council Vice-Chair. No other nominations were made. Votes were taken, motion passed.

X. **DISCUSSION/POSSIBLE ACTION PROPOSED MEETING SCHEDULE FOR THE SFY 2012**

Robin Hall-Walker opened the discussion regarding the proposed 2012 Nevada State Rehabilitation Council (NSRC) meeting schedule. Pamela June gave a brief history as to how the proposed NSRC meeting schedule was developed.

Steve Chartrand asked if the State Plan Committee meeting was going to be held in the North or South. Pamela responded it is usually held in the North, and generally new council members are on the committee and the location may depend on travel cost and new member locations. She responded that we could figure out where the Council desires to have it held.

Jennifer S. Kane, Steve Chartrand and Jack Mayes expressed concerns over the projected November meeting date as it was right before Thanksgiving.

Steve Chartrand moved to accept the proposed 2012 meeting schedule with the amended November date of the 29<sup>th</sup>.

Jennifer S. Kane seconded. Motion passed.

A 15 minute break was taken at this time.

XI. **DISCUSSION/REPORT ON NEVADA STUDENT LEADERSHIP TRANSITION SUMMIT**

Jennifer S. Kane read through her exhibits stating that she had hoped the pictures in the Power Point presentation had come out better. She said she would like her original electronic copy sent to all the Council members after the meeting so everyone could see the students and adults who were featured in her presentation.

Edina Jambor requested that the Deaf and Hard of Hearing Advocacy Resource Center be added to the list of participants for next year's Student Leadership Transition Summit.

Towards the end of the report Jennifer played a recording of young Mr. LeDerick Horne's poem. (See attached).

XII. **OTHER REPORTS**

Kate Osti was not present; her presentation was postponed until the next meeting on September 13, 2011.

XIII. **ADMINISTRATOR'S REPORT**

Maureen Cole reported on the review of the Department Employment, Training and Rehabilitation (DETR) budget on May 11, 2011 stating that she was not aware of any changes at that time; however, the Legislature is not yet adjourned. She said the Division is anticipating a little over \$8 million reduction over the next two years. That is between the state reductions and the inability to draw down the federal funds.

Maureen reported Lynnae Ruttledge, Commissioner of the Rehabilitation Services Administration (RSA) visited with several staff and NSRC members during her recent visit to Nevada. She mentioned the RSA was expected to visit the Division for a week in August as a part of the RSA's monitoring program. RSA and the Division will prepare for a number of telephone conference calls or video-conferences and meetings. She expects RSA will be contacting NSRC members as well as Division staff.

Maureen introduced:

- Melaine Mason as the new Deputy Administrator, Operations saying Melaine brings with her a wealth of financial experience which is sorely needed.
- Janice John who had been promoted to Deputy Administrator, Program Services.
- Sylvia Milburn was recently promoted to Southern District Manager.

Maureen informed that she, Melaine and Janice attended the April CSAVR Spring Conference. During their attendance they received a little handbook for state council members this book contains rights and responsibilities, the law and the regulations. Maureen asked the Council members if they would like a copy and indicated if so, the Division will purchase copies for the Council. The Council can view the information on-line at [www.GWCRCRE.org](http://www.GWCRCRE.org).

Robin asked if Maureen could impart the dates the Rehabilitation Services Administration (RSA) were planning their visit to Nevada. Maureen responded the week of August 8, 2011. Robin encouraged individuals of the Council who might want to interact with the RSA to keep their calendars as free as possible during this RSA visit. Maureen said she would keep the Council posted as to the dates the Division and RSA will set up their conference calls.

Scott Youngs asked if the Division was low in their Bureau of Vocational Rehabilitation (BVR) Performance Indicators (PI's) number five; "Percent increase in competitive employment placements for Transition Students from the prior state fiscal year showing a negative 42 percent. Maureen replied it fluctuates a lot from one quarter to the next. This area is of special emphasis, she is hoping the Division will be where it needs to be by the end of the last quarter.

Jack Mayes asked Maureen about the RSA monitoring review in reference to match funding issues. Maureen replied the matched funding issue is between the State and The Federal Government. RSA will encourage states to provide a full match and be supportive of their VR program but at the same time they realize they cannot mandate that.

Jack chastised his fellow Council members by telling them he was the only public body to tell the Legislature what a good program Vocational Rehabilitation is. He felt there was a failure by the Council to make a similar statement. Maureen expounded; when you go to a Legislative committee meeting you will see the Legislative members on their blackberries, laptops, talking amongst themselves, seemingly not paying attention but when a member of the public comes to the microphone to make a statement or complaint, all eyes, ears and bodies pay close attention to the speaker. The Legislative committees really care about what the public has to say.

Scott Youngs suggested the creation of a sub-committee for the next legislative session, so that this committee could give a formal presentation. Maureen agreed with this suggestion.

XIV. **REPORT ON THE COUNCIL'S STATE FISCAL YEAR 2011 BUDGET AND SUGGESTED ADJUSTMENTS**

Melissa Starr informed that the budget spreadsheet given to the Council members in their packets included estimates of expenditures.

XV. **PUBLIC COMMENTS**

Cynthia Hopkins asked if there was federal support for Vocational Rehabilitation (VR) to have Counselors, and evaluation, for deaf people who need jobs in the North and South. Robin replied North, South and Rural, all individuals that are in need of services that make application should be assisted if they are found eligible. It is under a term called state-wideness. The funds that the Division receives from the federal government are to be utilized for those services through Vocational Rehabilitation to individuals throughout the state, regardless of the individuals' location.

Cynthia stated it seemed like a lot of opportunities do not include or is not fair for deaf or hard of hearing individuals. She said she hopes this state-wideness works for the deaf community. Robin said the Divisions goal in that all Nevadans with disabilities will be utilizing services as needed and find the services they need.

Cynthia asked if the Rehabilitation Services Administration (RSA) meeting on August 8<sup>th</sup> was open to the public. Robin asked if Cynthia would give her contact information or to give Melissa Starr or Mechelle Merrill a call to find out if the meeting is open to the public or not when the RSA visit time draws near. Melissa informed that she currently has Cynthia Hopkins contact information and will inform her if the meeting is open to the public.

Edina Jambor added her office has been working with the Bureau of Vocational Rehabilitation (BVR) for deaf and hard of hearing individuals. She had recently met with Janice John, Deputy Administrator, Programs, to discuss offering reading and writing classes. These classes would assist with job skills, including interviewing skills and how to work with hearing people in the workplace. Edina encouraged Cynthia and any other deaf and hard of hearing individuals in the South, Las Vegas area, to join the classes starting this summer.

XVI. **ADJOURNMENT**

Steve Chartrand moved to adjourn the meeting.

Kathy Treants seconded. Motion passed.

Meeting adjourned at 11:40 a.m.

**Edited By:**

  
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Melissa Starr, NSRC Staff Support

**Approved By:**

  
\_\_\_\_\_  
Robin Hall-Walker, Chair

## Dare to Dream by LeDerrick Horne

We are gathered here today to bear witness,  
to bare witness to the union  
of two beautiful people  
Yes, today is the day that we merge  
who you are with who you want to be,  
making the vision and reality-one  
An integration born of communication  
are made tangible  
by your commitment to yourself

Now, I know some of you might  
be afraid  
but don't let cold feet  
stop you from jumping the broom,  
from taking the first step,  
from beginning a journey  
that will transform your life

Yes, I know some of you might  
be afraid

But see, it's my job-to show you that  
better days are coming

Yes, it's my job  
-to be Harriet Tubman like with my  
movements and verse  
So if I have to steal a way just  
for us to make a way, then Start  
I'll be the first on with his hand

In the cookie-jar  
of self-advocacy,

I'll use these sticky fingers  
to pic-pocket the pocket of

Self-determination,  
And if I got to grand-theft-auto the  
Mercedes-Benz of a quality  
education, then they might as  
well leave the doors unlocked  
and the keys in the ignition

'cause I'm gone in 60 seconds  
And ain't NOTHING, and I mean  
NOTHING -standing in my way  
You see, it's my job to unlock doors  
unshackle minds, break through  
glass ceilings motivate, inspire,  
and challenge you  
-I'm here to challenge you

And so I dare you,  
-I dare you to sit in your seat and not  
feel moved by the testimonies of  
these brave souls,

who come before you as examples  
of excellence.

I dare you-I dare you to look in the  
mirror without imagining,  
See yourself as yourself  
A diamond, that might need a

little polishing,  
But whose beauty has always  
Existed

I dare you,  
-I dare you to step bounce and  
move to your own rhythm  
Excite minds  
In time

We'll redefine the system  
I write lines designed to  
embrace and kiss, plus  
supercharge like imports  
strapped with nitrous,  
This is a revolution, a fight for  
inclusion

Segregation is no solution  
Brown vs. Ed is how I'm provin'  
we deserve the best nothin'  
more and nothin' less every  
child gets left behind when all  
we focus on are tests.

And so I dare you,  
-to judge yourselves by a  
different standard,  
to lift as you climb,  
to fight like gladiators  
to become master and  
commander of your own  
beautiful minds  
And above all else,  
I dare you to dream – dare to  
dream y'all