

Part 1: Thank you, Mister Interim Chair. While certainly far from an unbiased opinion, I offer the highest level of endorsement for Raquel to be elected as permanent Chair. While I had hoped to have common sense bylaw suggestions, specific to terms of office and other things, within the constraints set forth in Federal law, be part of my prepared remarks that make it into this quarter's packets, fortunately and unfortunately, life has taken a turn, both personally and professionally, since we were last together as a group. Recently, I concluded the initial modified interview phase of a Neurodiversity Hiring Initiative, where the ultimate employer would be in the technology industry, and I should find out any day whether or not I will advance to the next phase of the Program, an all-Summer Internship, being facilitated by The ARC local to the ultimate employer Company's Corporate Headquarters, as well as other Partner organizations.

Parts 2 & 3: No substantive change to Part 2. Welcome to the last month of Session. Stay safe, be healthy, and don't forget to practice self-care, as things get super goofy, beginning with yesterday's outdated Economic Forum Report release. The Governor allocated \$75 million in his proposed Budget for economic development. With that level of proposed investment, even if it were only for 1 year, PWD should be more of a priority, as they represent approximately 1/5 of the population of the country. It's a sticky wicket, but, based upon the Administration's pre-stated priorities, I would strongly encourage the Council to contemplate a resolution endorsing the transmittal to both Congress and the Legislature to immediately end 14 (c) in Nevada, as soon as legally feasible. I tried during the last Legislative Interim, and the simple proposal became a letter-writing campaign to the Delegation, with LCB Staff accidentally skipping our biggest ally, Senator Cortez-Masto, Nevada's former Attorney General, the State's Chief Legal Officer, during the copy and paste process. As I have learned during my young career, legal and moral are 2 different things.

Currently, 14 (c) relationships are exempted from minimum wage statutes in Nevada (see NRS 608.255 sub 1), and 82+ years of PWD being treated as 2nd class citizens is enough. Waiting another either 4 or 6 years for the Federal phase-out continues to insult the intelligence and skills of PWD, when compared to their peers w/o. I commend the Administration for their proposed FY22 investments in not only Vocational Rehabilitation programs, but, also, Home and Community-Based Services. I'm just a poor schlemiel from New Jersey, and I'll date myself some with this sentence, but, with supports, academics have volumes of research demonstrating that HCBS is a lot less expensive than 14 (c), specific to employment. PWD can do anything they put their mind to, and getting rid of 14 (c) in Nevada, despite the strong influence that exists to the contrary, is only the first policy change that must occur, before people start leaving, for states with much more friendly statutory schemes. Of note is that Washington State and California, our geographic neighbors, are currently in the process of joining the list of jurisdictions who would outlaw 14 (c).

Knowing them as long as I do, I imagine Management has the Budget and bills flagged as part of their report, and I happily defer to them to do their thing. If selected for the internship phase, today will be my last easily facilitated meeting for a bit. With that said, if I can be a resource, I won't simply disappear off the face of the Earth, and would continue submitting remarks in absentia quarterly, including, but not limited to, July's State Plan meeting. May I empower others to stand up against societal injustices and stigmas, and, with that, Mister Interim Chair, thank you, and I yield to other kvetches.

Steven Cohen

RE: NSRC Public Comment (May) - Advancing Disability Employment During a Time of Testing

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ACL Blog: Advancing Disability Employment During a Time of Testing

By Reyma McCoy McDeid, Commissioner of the Administration on Disabilities

In President Biden's Inaugural address to the nation, he said that we are living in "a time of testing" that requires boldness to address the cascading crises of our era. One of the leading national challenges before us is employment. This national challenge is real – and it has disproportionately affected people with disabilities seeking competitive integrated employment. A [U.S. Bureau of Labor Statistics report](#) released last month found that in 2020, 17.9 percent of persons with a disability were employed, down from 19.3 percent in 2019.

Prior to joining ACL, I served as an executive director at a center for independent living providing competitive integrated employment supports to jobseekers with disabilities in central Iowa. I witnessed first-hand many of the barriers that contribute to the disability employment gap. For example, physical access to the worksite was a barrier for many jobseekers, especially for those who lived in rural communities. In response, I would often encourage prospective employers to provide flexible remote work arrangements, but I was not always successful. With the onset of the pandemic, many of the arguments against remote work arrangements fell by the wayside as telework became the default for millions of workers. As a result of this "testing," employers around the country have, by and large, determined that work from home arrangements are not only feasible, in many cases can enhance productivity while reducing overhead costs. This paradigm shift resulting from our "new normal" presents a unique opportunity to break down a long-standing barrier to inclusion for jobseekers with disabilities.

As I continue to transition from my home in Iowa to our nation's capital, I am reminded each day of how ACL investments have a positive ripple effect in communities across the country. To help build our economy back better, I look forward to strengthening ACL's work to promote disability employment, including by using the Administration on

Disabilities' grants and technical assistance efforts to test innovative new ideas for ensuring that all communities are more inclusive.

As we celebrate [Developmental Disability Awareness Month](#), I would like to put a spotlight on several initiatives and announce two exciting ACL employment updates focused on addressing one of my leading priorities – achieving economic security and mobility for people with disabilities.

In Georgia, two University Centers for Excellence in Developmental Disabilities (UCEDDs) are working to support the increasing number of students with autism that are attending college, many of whom are struggling to matriculate or access services and successfully compete for jobs following graduation. The [Georgia College Transition Partnership](#) pilot team is being led by UCEDDs at the University of Georgia and Georgia State University with support from [the UCEDD Community Based Transition Partnership Planning Grant](#) in collaboration with other community stakeholders.

As we work to reverse the current national disability employment trendline, businesses are another critical partner. So often, businesses that want to diversify their workforce may not have the tools and resources to create talent pipelines inclusive of people with disabilities. To help address this challenge, I am pleased to announce [the round two finalists for ACL's Inclusive Pipeline Prize Challenge](#). My hope is that the innovative strategies that surfaced from this initiative can offer a model that other businesses can replicate to reach a wider and more diverse talent pool.

At the national level, ACL announced a new [Disability Employment Technical Assistance Center](#) in October to support our Administration on Disabilities grantee networks (Centers for Independent Living, Protection and Advocacy systems, State DD Councils, Traumatic Brain Injury State Partnership Program, and UCEDDs) as they promote competitive integrated employment. This month, we created an [online technical assistance website](#) to strengthen the capacity of our grantees to address disability employment and to share tools and resources more effectively across AoD programs. And, to help guide our technical assistance work moving forward with this Center, we are proud to announce the [members of the Disability Employment TA Task Force](#) from across the country. We recognize it takes a team effort to support ACL's networks as they advance systems change, innovation, and collaboration.

Finally, as we look to the future, I believe technology offers a golden opportunity to test new ways of doing business and foster more inclusion within our workplace communities. Shortly after the onset of the COVID-19 pandemic within the healthcare sector, we've observed how telemedicine improved access to care in rural areas and enabled doctors to engage with caregivers who might not have been around for an in-person visit. And, as we get Americans back to work in a post-pandemic environment, we have an opportunity to more closely examine and understand how technology and tools such as mixed reality and artificial intelligence can break down barriers for people with Developmental Disabilities so they can enter and thrive in the workplace.

The future looks bright as we boldly test many new ideas.

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Dear Members of the Nevada State Rehabilitation Council,

Commends for the great work and achievement combinations of the Nevada State Rehabilitation Council (NSRC) during these recent years and particularly from the 2020 March to the present.

Those now existing extensive adjustments effectively benefit the Nevada State Rehabilitation community. It has been my pleasure and pride as a member of the Council to note the numerous and essential adjustments having been visualized and coupled with extensive essential efforts. Those many efforts continue through enhanced networking and communication.

A future hope specifically becomes effective Council communication. Recent audio Council meetings might similarly progress, although hopes are to never reach a point of strictly virtual Council members.

Thank you, each Council member, that the Council's to date efforts will progress; so, employment barriers are minimized, restricted and normalized yielding renewed agility and able employment. With appreciation of the Council's work, I am pleased to have been involved during my now concluding Council term. Again, I express my admiration of the Council that the matters at hand have been effectively surmounted into triumphs.

Cordially,

Kacy Curry.