

Disability Advisory Committee (DAC)

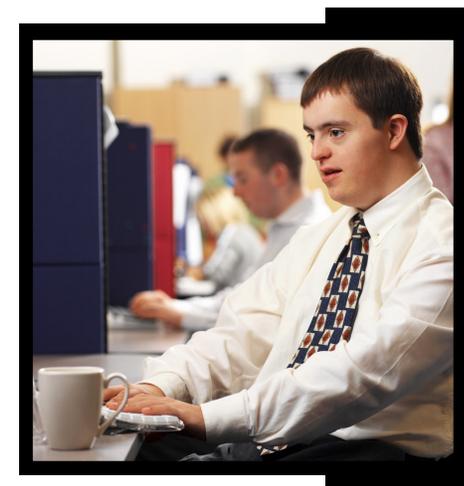
The State Council on Developmental Disabilities (SCDD) Disability Advisory Committee (DAC) serves as an accessibility resource for our employees with disabilities. The DAC comprises SCDD employees who represent the entire organization. The DAC assists the SCDD Equal Employment Opportunity (EEO) Office to create and maintain a workplace for all individuals to have equal and fair employment access and opportunity.

Other Resources:

- Contact the SCDD EEO Office at :
(916) 322-5521
- Visit the DAC page on SCDD's website at www.scdd.ca.gov or contact any DAC member by phone or email.
- Visit the Office of Civil Rights page on the California Department of Human Resources (CalHR) website at www.CalHR.ca.gov/civilrights to learn more about the Statewide Disability Advisory Council (SDAC).
- The Department of Justice offers free information and technical assistance on ADA Regulations www.ada.gov
- California Department of Rehabilitation www.rehab.ca.gov



Disability Advisory Committee



Helping the State Council on Developmental Disabilities increase and improve employment for people with disabilities

Mission and Vision

MISSION

The Disability Advisory Committee (DAC) within the SCDD serves as an accessibility resource for all employees with disabilities. The DAC assists the Executive Director of SCDD and the Equal Employment Opportunity (EEO) Office to create and maintain a workplace for all individuals to have equal and fair employment access and opportunity.

VISION

The DAC's goal is to ensure that employees with disabilities are integrated and included in the SCDD workforce. The DAC promotes disability awareness and equal opportunities for all SCDD employees.

"DAC members serve as the "eyes and ears" for me on disability issues to help correct and/or improve working conditions for people with disabilities in the workforce. SCDD currently has seven DAC members who are either employees with personal disability experience or have an interest in disability issues. Our membership on this committee reflects SCDD's diverse workforce throughout our headquarters and regional offices."

Mike Clark, Interim Executive Director, SCDD

Accomplishments and Recognition

- In October, sponsored First Annual Disability Awareness Fair in recognition of National Disability Employment Awareness Month. Wrote about the event in our Annual DAC Newsletter.
- Promoted CalHR's Limited Examination and Appointment Program (LEAP), designed to facilitate the recruitment and hiring of persons with disabilities at the Joboctober Fair at San Diego, CA.
- In October 2014, the DAC in collaboration with the EEO Office, conducted an on-line Disability Re-survey, with the highest results of parity rate.
- All SCDD Regional Managers participated in a training on how to hire individuals through LEAP, conducted by CalHR.
- In January, joined the Statewide Disability Advisory Council, sharing what SCDD does in the community for people with disabilities.
- In January 2015, the DAC issued its first Newsletter to bring awareness to SCDD employees on disability issues.
- Assisted with reasonable accommodations, in order to eliminate workplace barriers and foster equal employment opportunities.

Purpose and Utilization

"It is a pleasure serving as the DAC Chair and giving helpful insight and resources to everyone at SCDD to support success and desire in the workplace."

Tammy Eudy, DAC Chair

California Government Code, section 19795(b)(1) requires each State agency to establish a committee of employees who have a disability or who have an interest in disability issues. Their role is to advise the Executive Director on issues concerning employees with disabilities, and on matters relating to forming and implementing a plan to overcome and correct any under representation of SCDD employees with a disability. The DAC also ensures equal and fair employment practices for employees with a disability, pursuant to Government Code, section 19234.