

DAC MEETING NOTES

DATE: 12.12.2022

Attendees

- Bobby Dutta (SDAC)
- Jourdan Shuluk
- Krista Poole
- Michelle Pascual
- Danielle Rodgers
- Adam Deem
- Tom Ericksen
- Paul Knott

Agenda

- Meet Bobby from SDAC (how to have an effective DAC)
- DAC resources
- DAC membership ideas
- Updates to DAC page
- DEI topics

Notes

- Introduced new EEO members to DAC and had DAC members share their desire for joining DAC, why these meetings are important, and what they do for CAL FIRE.
- Danielle from CNRA is looking at introducing a new member to DAC (Laura Winn).
- Bobby Dutta shared how to have an effective DAC. Topics included:
 - Importance of having a DAC and what SDAC does (assisting agencies and their DACs with sharing information and resources and how to run an effective DAC.
 - Biggest goal is to have each agency reach a disability parity around 16.6%. And if an agency does not reach that number, what can they do to boost their numbers and exceed them.
 - Asked if Paul Knott would be interested in sharing his story at a future SDAC meeting.
 - Post articles on intranet about different DAC related topics (a big one being hidden disabilities which might help CAL FIRE employees who aren't aware of those.) Once Bobby's DAC began writing articles, it caught the attention of other programs under his agency and other programs wanted to get involved and share information.
 - Important to hold regular meetings with agendas and action items.
 - Need support from upper management and exec, level.
 - Collaboration with CAL FIRE programs, units, employees on field. This will establish possible new members, break down barriers between programs, employees. Need to normalize disabilities. Reiterate that one is not "worthless" if they become disabled. They are still wanted and can find another role to work in under CAL FIRE.
- Paul Knott shared that a video of CAL FIRE and DAC would be more effective than a long and drawn-out memo/e-mail. Loved the video Comms. posted the other day about CAL FIRE. We could do the same.
 - Shared that years ago during NDEAM, execs. participated in an exercise where they each took on a real-life disability and had to navigate around the building and complete daily tasks. This would be interesting to bring back for a future NDEAM.
- Tom Erickson is looking into seeing if Danielle Rodgers can get access to our DAC page on intranet so she can share with CNRA and future resources we post.