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3 GENERAL SESSION  
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5 PROCEEDINGS: Roundtable Review  
6 REPORTED BY: Kelly Owen McCall, RPR, FPR  
7 Stenographic Court Reporter  
8 DATE AND TIME: February 13, 2014; 11:00a.m.-11:51 a.m.  
9 PLACE: Florida State Capitol  
10 Tallahassee, Florida  
11 APPEARANCES: KIMBERLY S. FOSTER  
12 FAASB Managing Director  
13 LYNN RITTER  
14 HEATHER MARKGRAF  
15 MIKE BRUST  
16 MARIA HERNANDEZ  
17 RASHAD MORGAN  
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19 ANTOINETTE WILLIAMS  
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21 JANET ALTERMAN  
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25 CHRISTOPHER WHITE

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## P R O C E E D I N G S

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February 13, 2014

11:00 a.m.

MS. FOSTER: What I would like to do is have the table captain, one at a time -- we'll just call on you -- to come on up to the front. We have a court reporter, who very graciously has volunteered her time, to come and type this information for us and provide us with a report afterwards.

So, in order to help her out -- we don't necessarily have the names of people who have been elected to be table captains. So when you come up, if you will please just state your name. And there's a form on the counter here, the podium. If you'll just spell out your first and last name, at least, just so she'll have that correctly in our record.

And, again, we just want you to come up and give sort of a brief statement about what you guys have discussed and summarize your conclusions for each question. And this is something that we're going to compile and we'll have available on the FAASB website fairly soon.

So, if you have any questions, voice them now. Otherwise, I think, if we're ready to get started, can we start with this back left table and have the table

1 captain for that table come on up, the one closest to the  
2 food, that table.

3 And just so we'll get ready, let's go ahead and  
4 we'll just kind of come up the rows this way. I think  
5 that might be the easiest way. So we'll have this table  
6 right here, this middle table, will be the next one, and  
7 I'll come and just see you and let you know you're on  
8 deck. Thank you, guys.

9 MS. RITTER: Good morning. My name is Lynn Ritter.  
10 I'm with the Division of Blind Services.

11 And our table came up with, I thought, some very  
12 good ideas on the strategies to overcome employment  
13 issues. Primarily, they were focusing on the education  
14 of starting with our children, educating children all the  
15 way up the line, not just waiting until they're 14 and in  
16 transition, about employment activities.

17 Holding the children accountable to the same  
18 standards as our sighted children so that they're better  
19 prepared when they enter the work world.

20 We wanted to focus more on educating businesses.  
21 And to do that, it was felt that the agency needed to  
22 hire a professional marketing team to really market to  
23 these corporations and businesses and educate them on  
24 what our clients are able do.

25 Trying to have our staff or folks who are not in

1 advertising and marketing do this kind of activity  
2 doesn't always work.

3 So the focus was on educating from the children's  
4 age up; educating society; educating businesses, and  
5 moving in that direction.

6 For maximizing technology issues, we focused more on  
7 making technology affordable and accessible. And it was  
8 first thought that the State has to come together as a  
9 whole and decide what we're going to use. Are we going  
10 to use JAWS, are we going to use Window Eyes? What are  
11 we going to use?

12 We're using different technology in the schools than  
13 we do in the work force and it creates a lot of confusion  
14 for the kids. We end up providing retraining over the  
15 years, when we shouldn't have to. It means that kids --  
16 as they get out of school and enter the work force, we're  
17 slowing them down from moving forward, because now they  
18 have to be retrained.

19 Companies that develop the technology need to start  
20 developing technology that can be updated, instead of  
21 technology that goes out-of-date and we have to purchase  
22 something brand-new. An example, is that the Braille  
23 Note Sense has been made to be an updatable product, so  
24 you can update it over the time, over years, instead of  
25 buying a brand-new piece of equipment.

1           As far as transportation, we focused more on  
2           educating individuals as to the White Cane Law, making  
3           sure that, on the driver's test, they include questions  
4           on the White Cane Law, because there aren't any on their  
5           right now.

6           Use local media to educate society.

7           Get DOT to understand that, as they fix, repair and  
8           pour new streets and all that, we need sidewalks, we need  
9           walking paths. We need DOT to understand this is an  
10          accessibility issue and a safety issue.

11          And educate all the police departments on the White  
12          Cane Law, because, in many areas, they don't seem to  
13          understand what it is and they don't hold drivers  
14          accountable to it. And we want to see them crack down on  
15          those kinds of things.

16          And then someone suggested corporate sponsorship for  
17          the White Cane Law. Having corporations sponsor the  
18          White Cane Law at their various events might help it get  
19          it out there and make things safer for our clients.

20          MS. MARKGRAF: Hello. I'm Heather Markgraf. I  
21          represent the Lighthouse of Southwest Florida down in  
22          Fort Myers.

23          To talk about the first issue, employment issues,  
24          our table discussed the general public does not  
25          understand how people with visual impairments would work

1 in employment settings. So to talk about a solution, we  
2 would provides information to the future employers,  
3 possibly giving in-services to the company, talking about  
4 the different technologies people with visual impairments  
5 could use in the job setting.

6 Also, going to job fairs. We could send people with  
7 visual impairments to the job fairs, giving information  
8 on the technology, possibly bringing CC-TVs, different  
9 computer programs, like JAWS, Window Eyes, Guide to these  
10 job fairs, and informing the general public about the  
11 types of technology we could use in the work force.

12 To talk about the technology, number two, technology  
13 is a tool, just like any tool in the tool box. Each  
14 client is different. We -- to start -- each client is  
15 different, every client is not is same, so each client  
16 would be using a different type of technology.

17 I'm nervous up here. There's a lot of people  
18 looking at me right now.

19 All right. So I'm just going to talk about one  
20 person at our table, Yvan (phonetic). Yvan uses his  
21 iPhone everywhere. He takes his iPhone as a portable  
22 device. He also uses his computer JAWS at home. The  
23 computer is nice, but it stays at home. It's not  
24 portable.

25 So each client is different. And when we assess the

1 client, they use technology differently. You know, one  
2 person may use Guide, but Guide doesn't do everything.  
3 You know, it's not as advanced as JAWS can be. And I  
4 think that's all I've got. I can't think of anything  
5 else.

6 THE REPORTER: You need to sign, put your name  
7 there. And then I'm going to turn it over to Mike Brust  
8 from the Lighthouse on Number Three.

9 MR. BRUST: Hi. My name is Mike Brust. I'm a  
10 certified orientation and mobility specialist from the  
11 Lighthouse of Southwest Florida, where you couldn't find  
12 a sidewalk, if you paid somebody to go out and find a  
13 sidewalk.

14 I began my career 20-some-odd years ago in Chicago.  
15 I just thought everyplace had sidewalks. Florida,  
16 Florida is really quite a problem area, when it comes to  
17 sidewalks.

18 And how we get the legislators to understand the  
19 need for pedestrian sidewalks in Florida, I think, it  
20 really needs to be an issue, needs to be addressed.

21 I was asking for one of the solutions at our table,  
22 you know, how do we get -- I mean, you look out here and  
23 we have sidewalks. I see them. Well, you know, come on  
24 down to Fort Myers. You're not going to find sidewalks  
25 very often.

1           And as I talked to people around the state, it  
2 really is the case in much of the state. I worked at  
3 Daytona for a couple of years and it was the case in  
4 Daytona, also.

5           So somehow we need to get the legislators to  
6 understand the need for pedestrian sidewalks, in general.

7           And then, as far as addressing the White Cane Law,  
8 it's my opinion that the White Cane Law, it's incredibly  
9 generic and there is misunderstandings. I did have a  
10 lovely young or lovely older lady following all of the  
11 mobility rules, doing everything correctly, crossing at  
12 the crosswalk, and she was struck by a vehicle. And the  
13 lady who struck her got really -- really got off with the  
14 slap of the hand.

15           And when I asked -- I had gone to court to, you  
16 know, stand up for my client. And when I asked the  
17 officer, who was investigating the case, why, you know,  
18 why the White Cane Law wasn't incorporated here and there  
19 was more severe penalty, he told me, specifically, he  
20 said: "Mike, we did not understand what an upright and  
21 extended position meant." And that wording is in the  
22 White Cane Law.

23           And I thought, well, if they don't understand's what  
24 it means -- honest to goodness, he told me, he says: I  
25 thought maybe they meant the blind person was supposed to

1 be waving it over their heads. That's a problem.

2 So what I did, personally, I took it upon myself to  
3 do a training video for the Lake County Sheriff's  
4 Department that's been, you know, circulated to other  
5 areas. And we certainly could do more of that type of  
6 thing. But I think the wording of the White Cane Law  
7 needs to be addressed.

8 Also, there's other generic parts of the White Cane  
9 Law. To look at it, it kind of indicates that vehicles  
10 should stop when a person with a white cane approaches an  
11 intersection.

12 Let's be realistic, folks. I've done this for 23  
13 years. I can show you intersections where, no, they're  
14 not going to stop. It's not going to happen.

15 What I would possibly like to see is something a  
16 little more realistic. How about, is it possible for us  
17 to create legislation that says no right-hand turn on a  
18 red when a white cane is standing at an intersection.

19 I know most of my clients would be thrilled to death  
20 to have that type of a law that could possibly be  
21 enforced. You know, something as simple as that. If  
22 there is a white cane at an intersection, no right-hand  
23 turn on red.

24 I'm not sure exactly how we get laws like that  
25 working, but a group like this certainly is smart enough

1 to figure that out. I would like to see that type of  
2 thing.

3 So kind of a little tweaking of the White Cane Law,  
4 itself, plus the education of the White Cane Law, public  
5 service announcements, whatever it takes.

6 We also addressed at our table the rules of the road  
7 book. It needs to be in the rules of the road book. How  
8 is it that we all know to stop when a bus, when a school  
9 bus has red flashing lights on it? For some reason, we  
10 all know that.

11 Well, how come we don't understand -- how come  
12 drivers don't understand, you know, White Cane Laws, as  
13 well as they should? So it's a matter of education. We  
14 need to educate the public and through driver's ed  
15 courses, officers, you know, police officers, and that  
16 type of thing.

17 Also, we were wondering -- you know, going back to  
18 the sidewalk issues, we're going: How do we get  
19 legislators -- how do we get our town to put sidewalks  
20 in? And somebody suggested, how about if we did a video?

21 How about if I get out there and I can show some  
22 white cane people walking down the street and -- believe  
23 me, we can probably gain some attention with the  
24 difficulties that an individual has navigating areas that  
25 do not have sidewalks. We certainly can do that in

1 relation to the White Cane Law, also.

2 Did I cover everything that our table covered?

3 MS. MARKGRAF: That sounded pretty good.

4 MR. BRUST: All right. I'm sorry, but I get a  
5 little passionate about this kind of stuff. Thank you  
6 very much.

7 MS. HERNANDEZ: Hello. My name is Maria Hernandez  
8 and I'm from the Division of Blind Services in the Tampa  
9 office.

10 And our table discussion, for the first item, we  
11 concentrated a lot on the BBE program. And we identified  
12 that there is -- there are low referrals that are coming  
13 from certain regions in the state, specifically northern  
14 Florida; however, there are a lot of opportunities for  
15 employment in that area.

16 Some of the obstacles are that clients are unwilling  
17 to relocate and/or don't meet the basic requirements,  
18 such as have a criminal background.

19 Suggestion was made that perhaps the Division and/or  
20 other folks working with our clients can help them by  
21 providing or identifying resources on working on some of  
22 those criminal background charges, seeing if they can be  
23 expunged. That would make them eligible for the program;  
24 therefore, increase their employability in that region.

25 We did identify that there is a larger number of

1 percentage of clients that are being referred that are  
2 qualified and, therefore, increasing their employment  
3 rate in BBE, which is an improvement over the past years.

4 For Question Number Two, technology, we discussed  
5 starting early working with the school systems,  
6 encouraging collaboration and bridging the gap from the  
7 kids in the school system and also with DBS.

8 Technology is ever-changing and some things will  
9 come naturally. And maybe we need to, you know, except  
10 that as children and adults are using the iPhones and  
11 things that are a lot more accessible.

12 Also, bridging vocational and personal applications  
13 by working on social media sites and understanding that,  
14 yes, even though those social media sites are personal  
15 applications, they are also widely used in the employment  
16 world, such as Facebook, Twitter and Linked In and things  
17 like that.

18 And increasing awareness by providing shows like  
19 Vision Expos for technology-type of trade shows that our  
20 clients can participate in.

21 For transportation, as we all agree, it is a big  
22 issue, a big issue for our clients. To increase  
23 accessibility, we need to work on encouraging  
24 communication between counties. A lot of times we have  
25 clients that live within county lines that have the

1 potential to work across counties, but they are not  
2 talking to each other, they are not working with each  
3 other to bridge that gap.

4 We also discussed, with the White Cane Law,  
5 incorporating that perhaps in driver's ed curriculum, so  
6 working with the school system to see how we can  
7 incorporate the law into their driver's ed courses and  
8 adding it to the driver's manual. We're not really sure  
9 if it's widely accessible and/or folks are knowledgeable  
10 of the law.

11 That's all we have. Thank you.

12 MR. MORGAN: Hello. I am Rashad Morgan, also from  
13 Division of Blind Services.

14 First, in talking about employment issues,  
15 overcoming employment issues, we talked a lot about  
16 educating employers. We talked a lot about letting  
17 employers know what blind and visually-impaired  
18 individuals can do and also letting them see what blind  
19 and visually-impaired individuals are doing.

20 So maybe making DVDs to hand out to different  
21 employers, just so they can see how blind and  
22 visually-impaired individuals can operate different jobs  
23 and operate in different work settings.

24 We also talked about awareness. A lot of  
25 individuals at our table were unaware of some of the

1 services the Division of Blind Services offers, like work  
2 experience and on-the-job training. So maybe hiring  
3 marketers or employing individuals to make businesses  
4 aware of the services that are available to persons with  
5 Division of Blind Services.

6 As far as access technology, we talked a lot about  
7 information system managers. These are individuals who  
8 can oversee websites or technology centers and they can  
9 monitor accessibility.

10 We also talked about having input from blind and  
11 visually-impaired individuals. A lot of websites are  
12 designed and then accessibility is addressed after the  
13 fact. So we need to be more proactive in having  
14 accessibility incorporated while these websites  
15 technology are being designed and while the technology is  
16 being designed. And, also, like I just said, being  
17 proactive about it, instead of retroactive.

18 And as far as transportation and the White Cane  
19 Laws, we talked a lot about, like everybody else  
20 mentioned, having it incorporated in the driver's license  
21 test or in the permits test, just so people can be more  
22 aware of it.

23 We also talked about sidewalks. One major issue we  
24 talked about is people don't know who to contact to get  
25 sidewalks in place. So we talked about helping people

1 know who to contact, to figure out how can sidewalks be  
2 implemented in their neighborhoods and in the streets  
3 around the city.

4 We also talked about public transportation. Many  
5 individuals said that public transportation was very  
6 inaccessible. If somebody is blind and riding a bus,  
7 they have to ask, as far as where to get off at the  
8 stuff. And they do make buses that can announce what  
9 road you're approaching when you are on the bus. So we  
10 talked about, you know, just making buses more  
11 accessible.

12 And we also talked a lot about going to see models  
13 of good public transportation. So going to the cities or  
14 different states that do have good public transportation,  
15 to see what they are doing and bringing it back to  
16 Tallahassee.

17 So, overall, we just talked a lot about building  
18 relationships, educating individuals, and just designing  
19 with the blind in mind, instead of being retroactive and  
20 trying to make it accessible. Thank you.

21 MS. PEREZ: Well, I don't have any notes because  
22 Representative Murphy ran off with them. She was over  
23 there diligently taking those. So I'm going to say  
24 something really kind of -- I'm just going to pull --  
25 because, you know, we all kind of talked about the same

1 things. We know what the issues are.

2 But we had the great opportunity of having my  
3 friend, Amanda, who I've known for bunches of years, at  
4 our table. And everyone at our table, except for our  
5 interpreters, were blind. And so we were able to say to  
6 Amanda: Hey, what do you know about this issue and how  
7 would you address this issue?

8 So a couple of really interesting things came out of  
9 this. And I think that Representative Baxley emphasized  
10 it this morning. Representative, senators, they listen  
11 to their constituents. And when we talk about even with  
12 transportation, and we all know that we need expanded bus  
13 routes and we need sidewalks fixed, et cetera, we need to  
14 make sure that our consumers, we are calling our  
15 representatives, our senators, and telling them.

16 We -- as, you know, as directors and as counselors,  
17 et cetera, we need to be encouraging our consumers to be  
18 a part of those transportation-disadvantaged boards, et  
19 cetera, be at county commission meetings, because that's  
20 where things happen.

21 They really don't care people what -- you know,  
22 people who aren't really impacted by the issue. They  
23 want to hear from people who really have fallen down  
24 because the sidewalk was broken. Those are the people  
25 that really make a difference.

1           And they heard that. And we were able to really,  
2 you know, attack about the White Cane Law and getting  
3 that into every question on a driver's test.

4           And just people need to go out and tell their  
5 representatives and senators those things. And that  
6 needs to come from people that really impacts.

7           And another interesting thing, we got onto the topic  
8 of employment. And everyone recognizes that that's a  
9 huge issue. And so we said to her: What makes a  
10 difference to you -- I mean, what would -- how would that  
11 change? How could more jobs be gotten?

12           And she's a rep, she's a financial planner for  
13 Raymond James, and she has literally sent e-mails on our  
14 behalf with qualified candidates to try to get them jobs.

15           And I said: Well, what made that difference for  
16 you? How did you know that people who are blind, you  
17 know, could do that? And she had experience with, you  
18 know, one of her children, where they had a friend who  
19 was blind.

20           But she said: "The other thing is that you're out  
21 there --" she's talking to me. "You're out there in the  
22 community at all of these networking events. We see you.  
23 No one thinks of you as Blind Sylvia. You're just  
24 Sylvia." And she said: "Bring more clients, bring more  
25 people who are blind out to events and things like that,

1 so that we see these are just people, who happen to be  
2 blind."

3 And we did an event, too, that she really kind of  
4 really thought was great is on White Cane Day -- and I  
5 know there is a little bit of a -- kind of a: Is that  
6 the right thing to do?

7 But we had our police chief come out and a lobbyist,  
8 too, by the way, who are both on our board and we  
9 blindfolded them and had them cross a very challenging  
10 intersection, with a sighted guide, by the way. We  
11 didn't just throw them to the wolves; with sighted  
12 guides. You have soft tender over age.

13 But it was an amazing experience. And let me tell  
14 you what, our police chief went back and he started  
15 talking to all of his, you know, law enforcement people  
16 about it. And, you know, it was phenomenal. And things  
17 like that, that are really exposing people to, you know,  
18 what it is like to be blind.

19 But I think the major point she made is, you know,  
20 we can talk about outreach and awareness and all that,  
21 but we need to utilize, we need to show our consumers out  
22 there, you know, and say: Hey, go out there and advocate  
23 for yourself. Go out there and show people that you are  
24 competent.

25 So I think that wraps up, right?

1 MS. WILLIAMS: I'm Antoinette Williams with the  
2 Division of Blind Services.

3 Our roundtable group, we focused more so on  
4 innovative strategies to improve in the three areas that  
5 were listed. Particularly, we were interested in, under  
6 employment, taking a systematic look at labor market  
7 trends to identify areas where a specific vocational  
8 training could be useful.

9 For technology -- and I'm only just hitting the  
10 highlights here, because a lot of what has been shared  
11 already, we concur.

12 For technology, we recognize that technology is a  
13 barrier, but we are looking at it from the standpoint  
14 that we really need to just strengthen our advocacy.

15 I think everyone in the room can agree that there  
16 are some limitations in the technology area, but I think  
17 that sometimes we're preaching to the choir and we need  
18 to just strengthen what we have, strengthen the advocacy  
19 that's going for us thus far, such as networking with  
20 FAST, developing great partnerships with those agencies  
21 that can assist us related to technology.

22 In terms of technology, we said that we should take  
23 a look at and do some research on a grant program called  
24 New Freedom Program. It's a program designed to assist  
25 individuals with disabilities overcoming barriers to

1 employment. And so really tapping into some resources  
2 that are available at our hands. Again, that's called  
3 New Freedom Program and it's a grant program.

4 And in addition, for the transportation piece,  
5 looking at educating blind consumers, counselors and the  
6 like should look at educating consumers regarding --  
7 related to transportation options or resources in their  
8 areas, so that they are able to make quality decisions,  
9 when it comes to their living arrangements, quality  
10 decisions in terms of particular jobs that they are going  
11 to seek.

12 So, really, it's really about information, it's  
13 about taking an innovative approach to ensure that we are  
14 bridging the gaps that we already know that exist. So  
15 thank you.

16 MR. MICHAELS: Hi, how are you doing? I'm Brian  
17 Michaels from the Division of Blind Services.

18 And at our roundtable discussion, it was very  
19 apparent that great minds think alike, because we came up  
20 with many of the same topics that you guys did. So I'm  
21 only going to touch on the ones that haven't been  
22 mentioned.

23 One of the ones that we really wanted to talk about  
24 was education of the individual about their Social  
25 Security benefits, understanding and debugging the myth

1 that, if I go back to work, I lose everything, you know.

2 Getting them to be in touch with the Social Security  
3 representative, a CWIC, a certified work incentives  
4 counselor, so they understand that they can still go back  
5 to work and earn a salary and there is blind work  
6 incentives and, you know, they don't always lose their  
7 benefits.

8 And so usually it's on a two-to-one scale; for every  
9 two dollars you earn, you lose one dollar of your  
10 benefits. So there's more education in that to stop the  
11 person who wants -- or is afraid to go back to work  
12 because they don't want to lose everything. So educating  
13 those people and educating them about their benefits and  
14 what's available out there.

15 Also, educating the employers about the technology  
16 that makes our blind individuals right on par with their  
17 sighted individuals, you know, making them more aware of  
18 the technology that can help people do the jobs.

19 On the maximizing technology access, that's, again,  
20 working with the major tech jobs and trying to promote  
21 relationships between them and our Lighthouses, so they  
22 understand what the equipment is being used for, who is  
23 using it, and trying to promote more of those  
24 relationships, not just in our small tech companies, but  
25 our major ones, like the Microsofts, the Apple, who are

1 doing great job as it is, but actually to see practical  
2 applications of what they're doing.

3 And as for transportation, it was more awareness,  
4 educating the public, more PSAs, especially in those  
5 areas that are highly populated, or in areas, like my  
6 area, Orlando, which is one of the worse pedestrian  
7 cities out there for visually and the sighted-impaired  
8 alike.

9 Better education in the driver ed exams or the  
10 driver ed classes. Having public service announcements  
11 or, you know, an in-service in those classrooms to talk  
12 about the White Cane Law, talking about pedestrian  
13 safety.

14 Also, increase the fines and enforcement. One of  
15 the things we heard from one of our earlier speakers was  
16 about educating the police. I can't count the number of  
17 times that I've actually seen a police officer turn right  
18 on red, when a user was coming -- a traveler was coming  
19 across with their cane. So it happens. And they are the  
20 ones that are supposed to be enforcing the law. So  
21 educating the police system on what that law actually  
22 says and what a traveler actually does.

23 So, once again, great minds think alike and we're  
24 all right on those same topics. Thank you.

25 MS. ALTERMAN: Hi. My name is Janet Alterman and

1 I'm from the Division of Blind Services in Fort Myers.  
2 And like Brian, I'm not going to reiterate everything  
3 that everybody else has already said.

4 We had at our table -- we were lucky enough to have  
5 David Darm. He's with the Governor's -- yes, the  
6 Governor's Commission, Governor's Commission. And he is  
7 working hard to just decrease the barriers to employment  
8 for all disabilities. So this will be a collaborative  
9 process and all the agencies are going to participate in  
10 this.

11 But he brought up that he would like to see more  
12 work experiences for people that have no work experience  
13 at all. And I told him, you know, that that was one of  
14 DBS's real focus points, as well.

15 So we do and we are making -- with our employment  
16 placement specialists in all of our districts, we are  
17 trying to create a job bank for those clients that have  
18 specific skills that will match with the specific  
19 employer's openings. So we are hoping to move more  
20 clients throughout the state to more jobs and create more  
21 opportunities statewide.

22 The one thing we did come up with was a  
23 miscommunication to the employer, as there will be no  
24 cost to them, when frequently there is. We thought this  
25 was an issue because of the ADA requirements now and

1 people -- employers focusing on trying to employ disabled  
2 people and it becomes their responsibility to provide the  
3 accommodations.

4 So we discovered that there sometimes is a lag time  
5 between the time that the client gets on the job and the  
6 time that the technology or whatever accommodations they  
7 need are there at the job site. And that's a problem.

8 We need -- we discovered that the clients sometimes  
9 are not completely prepared to go to the work site. And  
10 this was an issue kind of across the board; not just with  
11 technology, but with their communication skills, their  
12 advocacy, their grooming, whatever. We need to have the  
13 clients completely prepared for employment.

14 David is also working on a disability portal that  
15 will help with the disabled population when they apply  
16 for State jobs. And I guess this also comes with a help  
17 desk and this will walk the disabled clients applying for  
18 those State jobs, which would be terrific.

19 And then transportation is, as we all know, a big  
20 problem. What we have been doing or trying to do is get  
21 a person from each of our districts on the disabled  
22 transportation boards in the county and provide a direct  
23 need and voice there for the people that are disabled, so  
24 that they can hear directly what the needs are.

25 And, Lisa, this was a great one. She came up with

1 discounted taxi rates for the disabled. I don't know if  
2 they would do that, but some sort of voucher system for  
3 the taxi services.

4 And everything else was really a repeat, so I'll  
5 safe you all that.

6 MS. DUPRE: Hello. I'm Elly Dupre and I'm going to  
7 report for our table. I just want to warn you that Doug  
8 told me I had to sing my response, because things are  
9 getting so repetitive, but I'm going to spare you that.

10 On the employment issues, we took a little bit of a  
11 different approach. We asked the question of ourselves:  
12 Are we doing enough to build confidence in blind people?  
13 And then we answered the question and said "no."

14 So then we moved on to what can we do. And we  
15 started out, I think, in the classic approach of  
16 assessing people in terms of are there individual issues;  
17 and then, also, what is the status of their own support  
18 network.

19 And that led us to talking about just, you know, how  
20 many people even know about VIST or about DBS. If you  
21 were to say those words to someone, would they actually  
22 know what they meant? And that would be sort of like an  
23 indicator, as to whether or not they're already connected  
24 with services.

25 And we decided that we need to be more rigorous in

1 applying a really comprehensive, integrated approach to  
2 encouraging people, when they are pursuing training, and  
3 not just taking the first thing that they ask for and  
4 assuming that, if we answer or meet the need of that  
5 particular thing that they mentioned, that we have  
6 actually helped them. But we need to give them the  
7 information about the broader aspects of what's possible  
8 for a blind person.

9 We talked about not only building collaborations  
10 with the family, because they can really take away from  
11 the results that a person has attained, but also helping  
12 people who don't have any family support by definitely  
13 including consumer groups, as well as the triad that  
14 Mr. Doyle was talking about, with the linkage with  
15 Division of Blind Services and the various Lighthouses.

16 We did want to mention, also, that we had a visitor  
17 to our table from the Able Trust, Guenovere Crum, and she  
18 mentioned that they are working to coordinate more  
19 disability awareness initiatives throughout the year.

20 And then we also wanted to say that we think that  
21 the Vision Summit and the Vision Caucus should continue  
22 going because it's an opportunity to talk about these  
23 things.

24 Regarding maximizing technology access, we noted  
25 that, you know, you can't even apply for a job at Publix

1 or Target because the computers are not accessible. And  
2 at the same time, for the higher-paying positions, a lot  
3 of the interview processes now involve, basically, a  
4 Skype interview, and that the technology involved in  
5 doing that, your skill level has to be pretty high, even  
6 though your anxiety level is really high.

7 We talked about the amount of access technology  
8 training is still not sufficient; and at the same time,  
9 the amount of preparation of people who do work in our  
10 field to be able to provide access technology training is  
11 not sufficient.

12 And we talked, again, about coalition building and  
13 even encouraging stores, such as the Apple stores, to  
14 hire people who have access -- that can provide access,  
15 assistance. Because they have the access, but they can't  
16 provide the assistance.

17 We talked about the fact that we probably are going  
18 to have to bring pressure on the State or even possibly  
19 sue in order to get 503 and 508 requirements to be  
20 observed.

21 And possibly on the positive side, to publicize  
22 those websites that are doing it right, provide a grading  
23 system of websites, so we can find who is doing it best.  
24 Doing it right, not only meaning accessibility, but being  
25 user friendly.

1           And then in regard to transportation, road design  
2 and White Cane Law, we've mentioned accessible pedestrian  
3 signals are also needed.

4           And it appears that there is legislation or a  
5 requirement now, a law that new roads that are built are  
6 required to have sidewalks. But then there's the issue  
7 of do they keep the sidewalk free of obstacles. And,  
8 actually, they end up creating a mess with putting light  
9 poles and all kinds of other stuff in the way on the  
10 sidewalk.

11           We, of course, want the White Cane Law to be  
12 enforced.

13           And we talked about different parts of the states  
14 that are starting to have cooperatives, where blind  
15 people are actually forming their own cooperative in  
16 order to provide themselves transportation to the places  
17 that they want to go.

18           And we also mentioned that inner-city transportation  
19 is getting harder and that's degrading, instead of  
20 improving.

21           MS. BROWN: Hello. I'm Connie Brown, Independent  
22 Living for Adult. I'm in Jacksonville.

23           And my group, we focused on -- and, of course, I'm  
24 going to try to condense this, because I believe I'm  
25 last, so that's always great to -- it's good to go last.

1 You don't have to say quite as much.

2 But one of the areas that we focused on, in terms of  
3 overcoming employment issues, was really taking it more  
4 from the -- I guess, a different approach, and saying  
5 that we need to collaborate, not just among ourselves and  
6 among the agencies, but start a grassroots and more of an  
7 emphasis level effort in our communities, to find out who  
8 are the employers and what do they want, what do they  
9 need from employees.

10 Because we can train them in one direction and, if  
11 it doesn't meet the need of that particular demographic  
12 of employer, then, you know, we are really limiting those  
13 individuals who are going out to search for employment.

14 The other areas that we focused on were talking  
15 about developing more exemplary -- I believe that was  
16 Mondri's word -- exemplary, expressive and receptive  
17 communication skills, that we really have to focus on  
18 that.

19 And I know that in the experience that we are having  
20 in our agencies, even in terms of when we have applicants  
21 apply for positions, looking at people who can express  
22 themselves and people who can communicate, who can write,  
23 who have those skills, it's becoming quite limiting.

24 So those are areas that we definitely need to help  
25 our clients build on and to become much more, you know,

1 proficient in those areas, so that they can compete out  
2 there and even excel and rise above some of the  
3 experiences that we're seeing.

4 More extensive job shadowing and job opportunities,  
5 because, you know, the future is now. And so our  
6 teenagers, who are in our transition programs, we need to  
7 be looking at expanding those work experiences, rather  
8 than, you know, doing the week-long in the summer. As  
9 they progress, in the beginning, with the middle  
10 schoolers or the early high schoolers, you know, doing  
11 the shadowing, where they can develop those soft skills.

12 But then eventually expanding that out so that they  
13 get more exposure into areas of their own interest and  
14 their aptitudes and things that may eventually build them  
15 into developing some career insight that they might not  
16 have otherwise. So those were some of the things that we  
17 recommended.

18 We talked about that, you know, successful  
19 experiences, those things facilitate building your  
20 confidence; and even failures, learning how to -- you  
21 know, we can't measure success, if we don't measure  
22 failures. So letting people go out and experience and  
23 learning the areas in which they excel and areas where  
24 they do need to improve, those are all extremely  
25 important.

1           We talked about the value of role models and having  
2 and inviting role models from our community, who are  
3 visually impaired, to be a part of that process, as well.

4           In terms of the technology, one of the ideas that  
5 was presented was to develop, maybe through the Microsoft  
6 Foundation -- and I'm nervous, too, and I don't usually  
7 get nervous. Maybe because I'm tired.

8           But through the Microsoft Foundation or some of  
9 these different software or hardware corporations, that  
10 we could get some type of technology help line that would  
11 be beneficial to individuals, maybe like a 24-hour  
12 hotline, that could address some of the things, some of  
13 the questions that they have.

14           And then the last thing, which was our patented  
15 idea, another one of Mondri's patented ideas back there,  
16 was, in terms of the transportation, was maybe -- because  
17 he gave the example of, in California, that the laws are  
18 such that individuals do not have -- you know -- I'm  
19 sorry. I'm just really not doing well with this.

20           But individuals do not -- can you say -- Mondri, can  
21 you express that for us, please -- I'm sorry -- in terms  
22 of California, the law.

23           MR. CAZPETIA: It's strictly enforced. You do not,  
24 if you are driving your car, access a crosswalk while  
25 there's a pedestrian standing or walking. And it is

1 strictly enforced. It is now part of the culture. The  
2 only time you see a car in the crosswalk is usually a  
3 tourist who doesn't know.

4 A VOICE: Actually, you can do jaywalking in  
5 California, because they will stop.

6 MR. CAZPETIA: Oh, absolutely. But it's a matter of  
7 it is enforced. It has become part of the culture that  
8 you do not --

9 MS. BROWN: And I think you mentioned that building  
10 then the revenue base from those tickets would be an  
11 excellent way to, you know, enhance some of maybe the  
12 funding issues that we might have.

13 And other than that, I don't think -- from my group,  
14 I believe we covered everything. Thank you very much.

15 MR. WHITE: One more. Good morning. My name is  
16 Christopher White. I am the managing attorney at  
17 Disability Rights Florida for employment issues. I'm  
18 also proud to serve on the Florida Rehabilitation Council  
19 for the Blind.

20 You ask an attorney what we should do and there's  
21 going to be one answer and it's going to be sue them.  
22 I'm not the only attorney here, thank goodness. Luckily,  
23 the rest of my table was not attorneys, so we were able  
24 to come up with some nonlitigation strategies. I don't  
25 know how wise they are, but we'll go through them,

1           anyway.

2           First and foremost, to address employment issues, I  
3           think awareness by employers of their obligations is a  
4           key that is missing right now. Under the ADA and the  
5           Rehabilitation Act, there are enforcement mechanisms. I  
6           know, I'm already back to enforcement already, but the  
7           awareness is not there. The awareness that employers  
8           have of OSHA, the awareness that employers of the tax  
9           code.

10          Mike earlier drew a parallel to the buses, the  
11          school buses. We know when to stop for a school bus, but  
12          we don't have that same kind of knowledge about the White  
13          Cane Law. The very same can be said about employers and  
14          whether or not they are really aware of what their  
15          obligations are to individuals who have visual  
16          impairments.

17          Second, reaching out to the business leadership  
18          networks and the chambers of commerce to help educate and  
19          empower employers, so they know what other resources are  
20          available to them, where they can look around and find  
21          supports through State and local agencies to be able to  
22          help serve and employ those individuals.

23          Second, pushing for additional laws and protections  
24          through bills and legislation. So outreach not only to  
25          the legislators, Representative Baxley and Representative

1 Murphy, who were here today, but also those who are  
2 identified in your programs, making sure that you are  
3 aware, as well as your own local legislators.

4 And trying to expand those protections beyond what  
5 we have right now, and make sure there is the appropriate  
6 level of protection for all individuals, not only in the  
7 work force, but in the community.

8 Enforcement of the laws in place. All right. We're  
9 finally back to something that I know something about.  
10 Accessibility of applications online or at kiosks. That  
11 includes not only employment, but access to social  
12 services, making sure that there's voting accessibility  
13 to influence those representatives who are here and help  
14 create those laws.

15 And then also ensuring and pushing forward  
16 enforcement efforts by the Department of Justice at the  
17 Federal level, by the Attorney General here inside the  
18 State, legal advocacy organizations, including Disability  
19 Rights Florida, not to pat myself on the back.

20 Reaching out to those, as well as the private bar.  
21 So when litigation becomes an option, to really enforce  
22 things and make sure that the difference is made. That  
23 is definitely an idea that we keep on the table.

24 One other idea that we came up with was direct  
25 contact to employers or businesses through their social

1 medias sites. There are so many who are really paying  
2 attention to Facebook and really paying attention to  
3 Twitter.

4 Making sure that, when you have an issue, that you  
5 are bringing it to their attention. Even though if it  
6 may seem to be a very small issue, that you think that  
7 corporation or company may not be responsive to, the  
8 right message on the right page seen by the right person  
9 can make all the difference.

10 Turning to the second issue, access to assistive  
11 technology. The ideas that we came up with, really, they  
12 came down to one thing, and that was creative funding.  
13 So trying to find ways to be able to diversify some of  
14 the resources that we have at this point in time.

15 Offering matches for persons with disabilities in  
16 individual development accounts. So taking some of that  
17 legislative funding and trying to assist individuals to  
18 be able to pay for some of these items on their own.

19 Also, encouraging saving for assistive technology to  
20 make sure that individuals, who are utilizing benefits  
21 and other services, don't end up having to compromise  
22 those services or benefits by saving up for the devices  
23 that they actually need, but can't be provided at that  
24 point in time.

25 Reevaluating post-employment services through DBS to

1 make sure that individuals who find themselves in danger  
2 of losing an employment opportunity have those  
3 protections in place and can utilize DBS at the  
4 appropriate time.

5 And then, of course, back to the attorney stuff,  
6 enforcement of existing laws. So there are different  
7 Federal avenues for us to pay for some of these pieces of  
8 technology, including the Individuals With Disabilities  
9 Education Act and, of course, the Rehabilitation Act,  
10 using the ADA, and making sure that everyone who is  
11 aware -- or that everyone to whom these laws are  
12 applicable is aware of what their responsibility is and  
13 actually act upon it.

14 And, thirdly, transportation accessibility. We  
15 talked about creative marketing as a possibility to be  
16 able to broaden the knowledge and the understanding of  
17 the White Cane Law.

18 One of the ideas that we mentioned at the table was  
19 an idea that was actually seen by one of our attendees  
20 when they were in Bolivia, where there were so many  
21 problems with individuals trying to cross the streets in  
22 Bolivia and being hit by cars, that they decided to try  
23 to look for a different approach.

24 And so they, essentially, put people into zebra  
25 costumes and put them out on the streets and had them

1 walk around. And that helped gather people together and  
2 help raise awareness. So in coming up with clever ideas  
3 to be able to bring people in and make sure that you are  
4 catching their attention.

5 Sylvia's early example about blindfolding the police  
6 chief or sheriff certainly is a great idea. And  
7 certainly an even better idea when you have television  
8 cameras watching the police chief or sheriff try to make  
9 their way across the road.

10 Most importantly, we think that the changes that  
11 need to be made need to not only benefit the individuals  
12 of our community, those individuals who have visual  
13 impairments, but also looking at changes that will be  
14 universal or global, changes that will actually provide  
15 assistance to everyone, but really will be very impactful  
16 upon our community. So looking broadly at these problems  
17 to make sure that there's not a very narrow focus.

18 And, of course, I would be remiss to walk away from  
19 this and not say enforcement of laws. Yet again, if  
20 there needs to be lawsuits, there need to be some  
21 lawsuits. So in any event, I appreciate your time.  
22 Thank you very much for having me.

23 (Presentations concluded at 11:51 a.m.)

24 - - -

## C E R T I F I C A T E

1  
2 STATE OF FLORIDA

3 COUNTY OF MARION

4 I, Kelly Owen McCall, RPR, FPR, Stenographic Court  
5 Reporter, do hereby certify that I was authorized to and did  
6 stenographically report the foregoing proceedings taken  
7 during the Vision Summit 2014; and that the foregoing pages,  
8 numbered 1 through 38, inclusive, constitute a true and correct  
9 record of the proceedings to the best of my ability.

10 I FURTHER CERTIFY that I am not a relative or  
11 employee or attorney or counsel of any of the parties  
12 hereto, nor a relative or employee of such attorney or  
13 counsel, nor am I financially interested in the action.

14 WITNESS MY HAND this 19th day of March 2014 at Ocala,  
15 Marion County, Florida.

16  
17  
18 KELLY OWEN McCALL, RPR, FPR  
Stenographic Court Reporter

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