BE THE INSPIRATION

Rotary
Club of San Francisco

Welcome to our Club Meeting!
August 14, 2018

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Of all the things we think, say, or do:

1. **Is it the truth?**
2. **Is it fair to all concerned?**
3. **Will it build goodwill and better friendships?**
4. **Will it be beneficial to all concerned?**

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Please silence your cell phones or potentially pay a Ben Franklin donation to Rotary Charities.

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Many thanks to today's Club Service volunteers!

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The Agenda

Calendar
Rotarian of the Month
New Member Induction
Twenty for Twenty
Table Talk
Arc Presentation
Door Prize
Adjourn

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EVENTS:

August 23 and Sept 13 – Twilight Golf

August 19 - Rotaplast Bocce Ball Tournament and BBQ

August 21 - District Seminar, International Service

August 26 - District Picnic, Foster City Recreation Center

September 29 Save the Date–Rotary Day Cal/Berkeley vs Oregon (See Stacey Poole for details)

(WWW.SFROTARY.COM)

(WWW.ROTARY5150.ORG)

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New and Prospective Member Gathering

Wednesday, Aug 15, 2018, 6:00 – 8:30 pm

Lynn Luckow's Studio, 668 Post Street

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PRIVATE TOUR FOR OUR CLUB
San Francisco Museum of Modern Art
Thursday, August 30, 2018, 5:45
Sign up at www.sfrotary.com

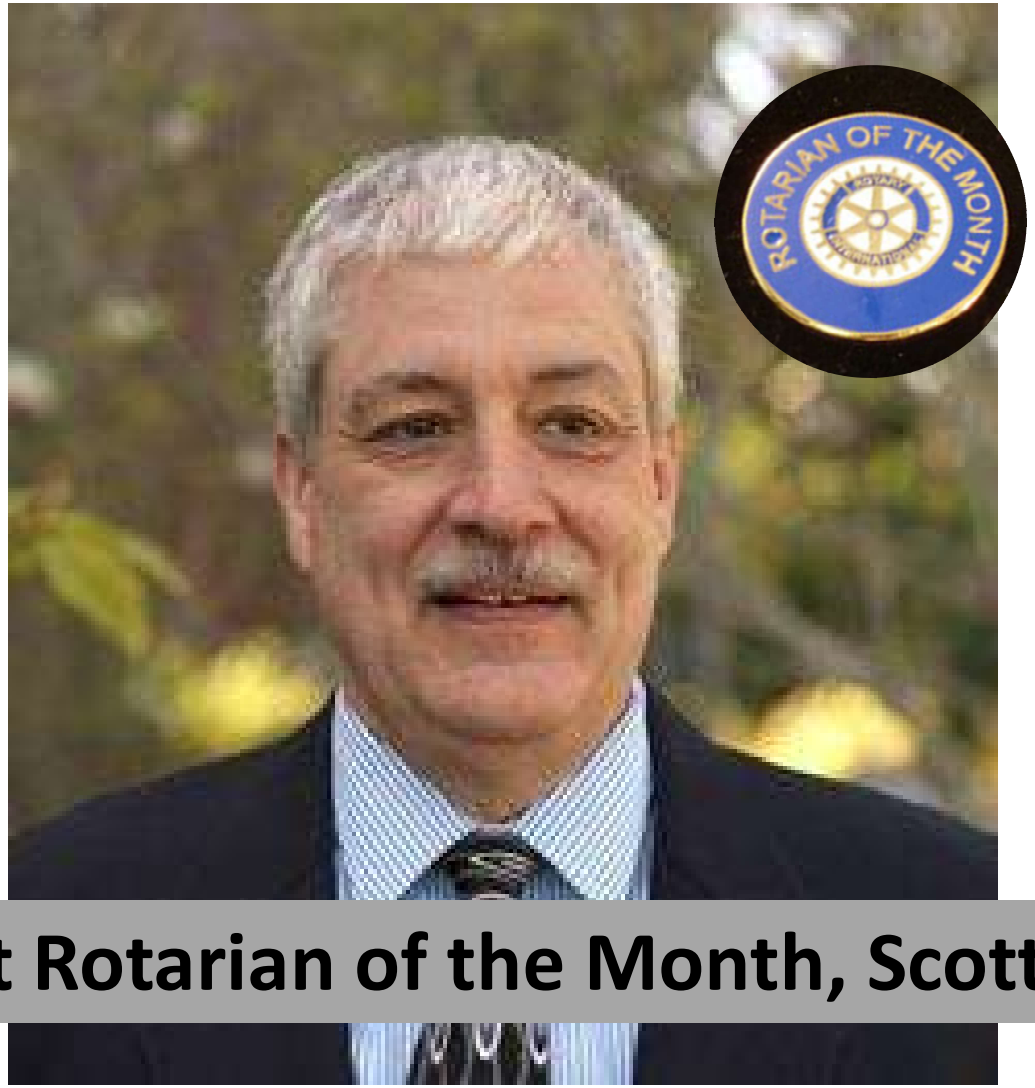
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August Rotarian of the Month, Scott Plakun

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Brian Lan

Steve Minchin

Tyler Sterk

Deborah Wakefield

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Table Talk:

[*Suggestion*… My favorite job ever was/is]…



Rotary Club of San Francisco + The Arc San Francisco

For people with intellectual and developmental disabilities

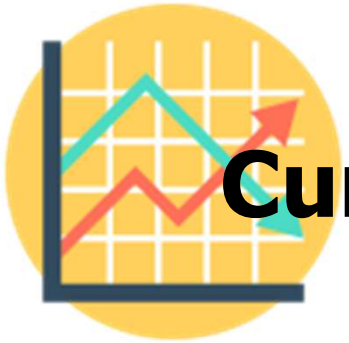
Partners in Inclusion





Disability in America

- **40 million** Americans have a disability – **12%** of the population
- 11 million people with disabilities are not in the labor force, 7% of national labor force
- Only 17% of people with disabilities are born with their disability – the other **83% *acquire* their disability later in life.**
- **71% of people with disabilities have an invisible disability** (e.g. epilepsy, diabetes, etc.) and only 29% have a visible disability (e.g., wheelchair user, cane, assistive animal, etc.)



Current Bay Area Labor Market

- Unemployment rate in SF 2.7%
  - Disability unemployment rate 76%
- Competitive recruitment environment
- High turn over particularly in administrative and entry level roles



Tapping New Talent Pools

- ✓ Qualified individuals with higher attendance and retention rates
- ✓ Large pool of job seekers
- ✓ Sends clear message of your companies commitment to D&I leading to high company loyalty

Employer Benefits

- ✓ Individuals with disabilities represent over $66 billion in buying power annually
- ✓ Customer and employee loyalty
- ✓ **W**ork **O**pportunity **T**ax **C**redits available for most individuals with disabilities



Tips for Working with People with Disabilities

- Talk directly to the person with the disability—NOT to his aide, coach, or sign language interpreter
- Encourage co-workers to respect the skills and abilities of all co-workers
- Remember that the new person was hired because he or she has the skills to do the job

Supervision Strategies

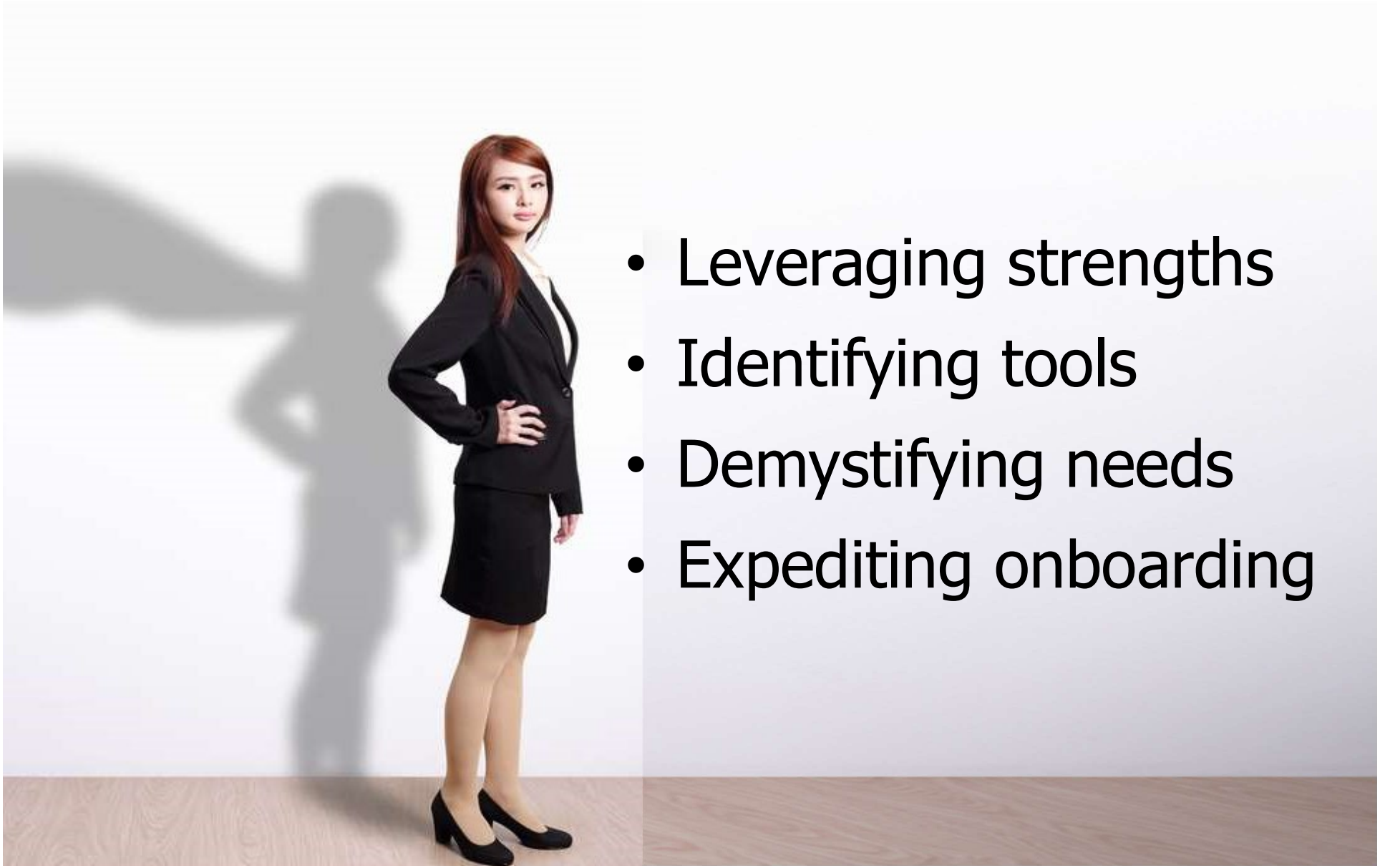
- Not required to lower quality or standards for any co-worker

- Communicate expectations with all co-workers

- Workers with disabilities need timely feedback and professional development just like others



Universal Learning for the Workforce



- Leveraging strengths
- Identifying tools
- Demystifying needs
- Expediting onboarding

The Premise

- **Learning Styles:**
  Comprehension, retention, application of knowledge
- **UDL to ULW: Classroom to Workplace**
- **Ability, not deficit-based**



Gardner, H., Ph.D.; "Multiple Intelligences" Harvard (1983)

Meyer, A., Gordon, D., Rose, D.; "Universal Design for Learning: Theory and Practice" CAST Publishing (2014)

Input/Sensory Styles (VAK)

David A. Kolb, "Experiential Learning Theory " (1984)

In Practice at The Arc SF

- Arc interns' resumes w/ learning styles
- Center-wide training for staff
- Personalized assessment w/ clients
  - "What Kind of Smart Am I?"

The Arc
San Francisco

Working with The Arc San Francisco

- ✓ Three-county hiring hub for pan-disability hiring needs
- ✓ Trainings on communication best practice, inclusion and Universal Learning for the Workplace
- ✓ Strategic partner for multi-city programming
- ✓ Information and referral resource for current employees

Employment Program at The Arc

- ✓ Pre-employment preparation and job exploration
- ✓ Worksite immersion internships
- ✓ Learning Style Assessments and customized tools
- ✓ Job development and customized employment
- ✓ Placements in a variety of leading Bay Area companies with on going job coaching support



Finding the right candidate

- ✓ Assessments
- ✓ Career exploration
- ✓ Workforce immersion internships
- ✓ Community College and Adult Education supports



Our candidates are READY!

- ✓ For part- and full-time employment
- ✓ To learn new skills
- ✓ To contribute to your team
- ✓ To build a career path



Building strong corporate partnerships

- ✓ Needs assessment
- ✓ Training
- ✓ Coaching
- ✓ Ongoing support

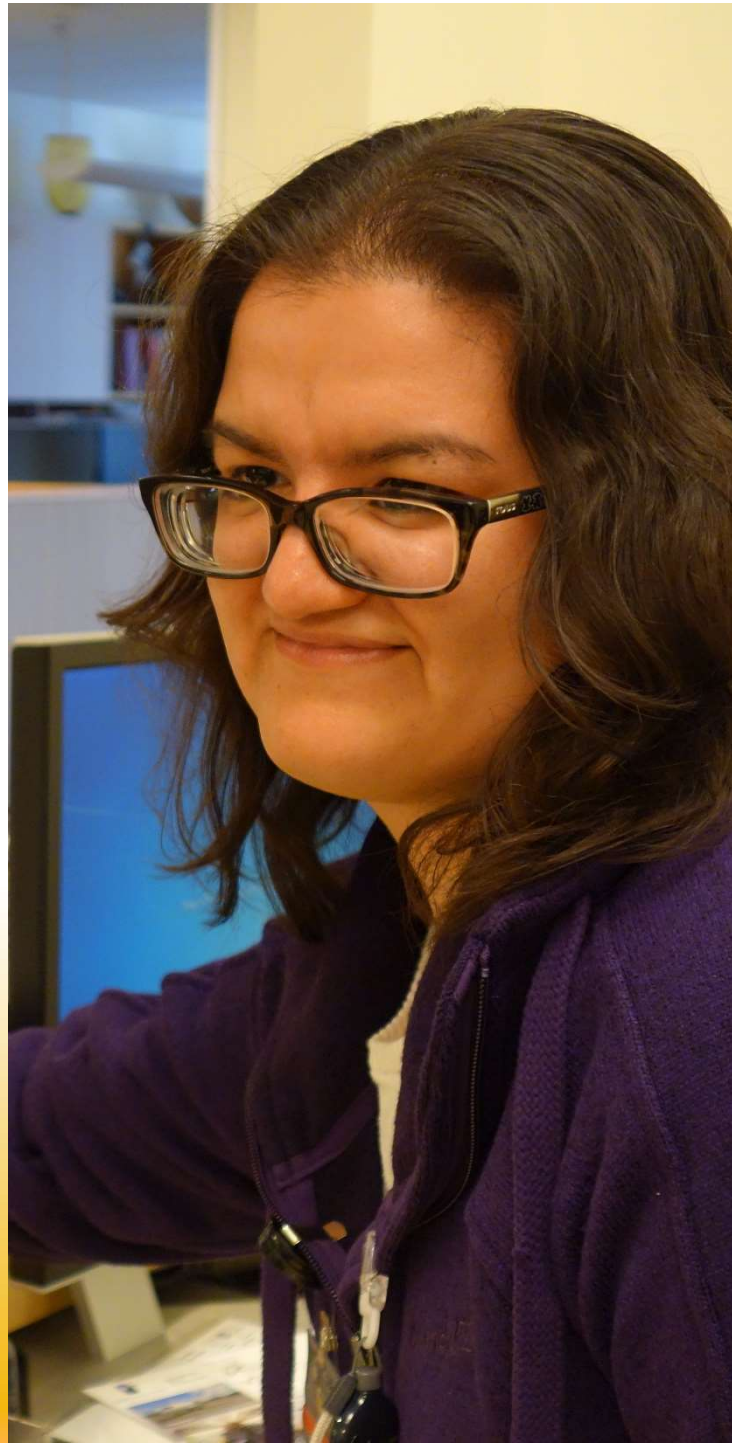
Partners in Inclusion



Meet Jocelyn

Steps to success

- Career goal of working as a paralegal
- Struggled in community college
- Lacked support to navigate her path



Jocelyn's Pathway

- Joined our workforce immersion internship at PG&E:
  - ✓ Expanded administrative support skills
  - ✓ Gained experience in legal library
  - ✓ Voted Intern of the Year
  - ✓ Created tools for job completion and assisted with accommodations

Jocelyn Today

Admin Support Team, Hanson Bridgett

- Has successfully worked at Hanson Bridgett for over three years



Support Structure

Job Coaching, The Arc San Francisco

- Onsite expert and resource for management team
- Serve as a liaison between employer and client
- Assist with all onboarding procedures and initial training
- Create tools for job completion and assist with accommodations

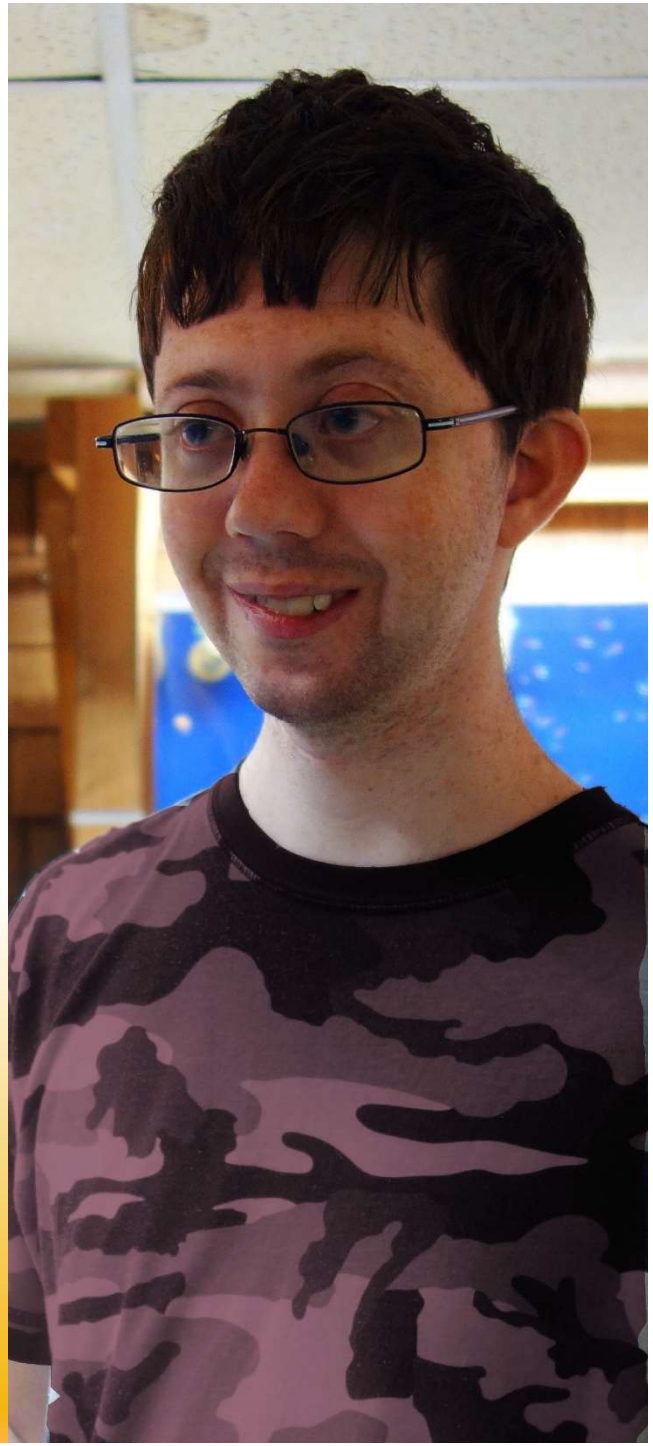


Keys to Successful Placements

- ✓ **High Expectations**: Clear performance metrics and accountability
- ✓ **Strong Communication**: Communication between staff, coach and manager is clear and consistent. Job coaches serve as bridge.
- ✓ **Accommodation**: Providing the work space, tools and time needed for success
- ✓ **Building Independence**: The core goal of supported employment is for individuals to build the skills needed to complete their jobs independently.

Meet Elliott

- Passion for science and wildlife
- Lacked experience
- Workforce Immersion Internship at California Academy of Sciences:
  - Learned customer service skills
  - Gained skills in the research department
  - Honed professional communication and advocacy skills



Elliott Today

- ✓ Placed at Albany Aquarium with support from The Arc San Francisco



Success by the Numbers

- 331 individuals supported
- 23 individuals working full time and no longer needing cash benefits
- 28 individuals with upgraded career opportunities
- Average tenure 5 years on the job
- Over 120 employers at 180 sites

The Arc™
San Francisco

For people with intellectual and developmental disabilities



How to be a champion for your company

✓ **Shift your lens:** People with disabilities make up a dynamic talent pool.

- Instead of, “What kind of job could a person with ID/DD do?” Try, “Why **couldn’t** a person with ID/DD add value in this role?”

✓ **Get to know your talent needs**: Where does your company need support? What is a pain point we can help you resolve?



Be a champion for your company

- ✓ **Share our Test Cases**: Connect directly with a current employer and learn how hiring through The Arc has supported critical business needs and D&I goals.
- ✓ **Talk to your talent management/ HR Team**: Does your company have a Diversity and Inclusion Plan? Where does disability fit in this plan?
- ✓ **Attend a workforce networking event**: Our Business Advisory Council hosts networking events throughout the year to highlight our partnerships and success. Join us!



Q & A with our Intern Grads

Rory White:

Royal Auto Graduate, SFMOMA Employee

Andrew Collier:

Cal Academy and PG&E Graduate, HAAVAS Employee



Rotary Club of San Francisco + The Arc San Francisco

For people with intellectual and developmental disabilities

Partners in Inclusion

Thank you!



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Friends Like Me Dinner Club





Today's Door Prize enjoys time in the kitchen too!

-Garlic Holder
-Mortar and Pestle





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