

**METROPOLITAN  
TRANSPORTATION  
COMMISSION**  
**Meeting Transcript**



JUNE 17, 2025

1 **WORKPLACE ADVOCACY ASKING FOR WHAT YOU NEED**

2 **TUESDAY, JUNE 17<sup>TH</sup>, 2025, 9:00 AM**

3

4

5 **NAOMI ARMENTA:** WE MAY CLOSE THE DOORS. WE CAN TELL WE'RE  
6 SUPPOSED TO BE GETTING STARTED. GOOD MORNING. SO THANK YOU FOR  
7 BEING HERE. OUR SESSION THIS MORNING IS WORKPLACE ADVOCACY:  
8 ASKING FOR WHAT YOU NEED. A CONVERSATION ABOUT ADVOCATING FOR  
9 YOURSELF IN THE WORKPLACE AND CRITICAL DECISIONS WHEN THINKING  
10 ABOUT WORK. MY NAME IS NAOMI ARMENTA. WITH NELSON/NYGAARD  
11 CONSULTING. I'M THE FACILITATOR FOR TODAY'S DISCUSSION, AND I  
12 HAVE BEEN THE TRANSPORTATION CONSULTANT FOR 20 YEARS. BUT I  
13 HAVE BEEN A DISABLED WORKING PROFESSIONAL FOR 30 YEARS. AND MY  
14 FIRST CAREER WAS IN HUMAN RESOURCES. SO THIS IS A TOPIC NEAR  
15 AND DEAR TO MY HEART AS WELL. SO WE HAVE VARIOUS COLLEAGUES  
16 HELPING US OUT IN THE ROOM. WE HAVE NOTETAKERS, AND WE HAVE  
17 SOMEBODY MONITORING THE ZOOM FOR PEOPLE WHO COULD NOT BE HERE  
18 IN PERSON. AND WE ALSO HAVE PEOPLE HELPING US WITH TIME  
19 KEEPING AND ALL OF THAT. SO TIME KEEPING IS IMPORTANT TODAY  
20 BECAUSE THE CONGRESSWOMAN'S SCHEDULE HAD TO BE ADJUSTED A  
21 LITTLE BIT, SO WE NEED TO BE WRAPPING UP AT 10:00. SO JUST A  
22 LITTLE BIT OF QUICK HOUSEKEEPING SINCE IT IS FIRST THING IN  
23 THE MORNING, THAT THERE ARE ACCESSIBLE RESTROOMS AROUND THE  
24 LEFT. AND ACROSS THE HALL. ALSO UPSTAIRS ON THE FIFTH, SIXTH,  
25 AND SEVENTH FLOORS. WE HAVE ASL INTERPRETERS, LIVE CAPTIONING,



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1 AND ASSISTIVE LISTENING DEVICES. IF YOU NEED HELP WITH ANY  
2 ACCESSIBILITY SERVICES, THERE'S A DESK DIRECTLY ACROSS THE  
3 HALL FROM US. AND THERE'S A QUIET ROOM UP ON THE 5TH FLOOR. IN  
4 CASE OF AN EMERGENCY, PLEASE FOLLOW THE CLEARLY MARKED EXIT  
5 SIGNS AND STAFF WILL HELP YOU. AND WE ALSO HAVE NOTECARDS SO -  
6 - I DON'T SEE THEM IN THIS ROOM. BUT WE DO HAVE NOTECARDS. I  
7 ASSUME OVER AT THE ACCESSIBILITY DESK IF YOU WANT TO MAKE  
8 COMMENTS. WE ALSO HAVE A VIDEO RECORDING BOOTH AND A COMMUNITY  
9 WHITE BOARD. SO WE HAVE LOTS OF WAYS TO PROVIDE YOUR INPUT  
10 TODAY. SO ... YESTERDAY IT WAS LINED UP PERFECTLY, BUT TODAY  
11 THEY DON'T WANT TO COOPERATE AS MUCH. SO WE ARE FOCUSED ON A  
12 MULTITUDE OF ISSUES FOR THE DISABILITY COMMUNITY. AND OUR HOPE  
13 IS THAT EVERYONE WILL PARTICIPATE WITH QUESTIONS, COMMENTS,  
14 AND NOTING YOUR WANTS AND NEEDS. AND SO WE'RE HERE TO HEAR  
15 YOUR EXPERIENCES AND YOUR PRIORITIES AND GATHER YOUR INPUT. SO  
16 WE DON'T HAVE A SUPER LARGE ROOM, WHICH I'M GRATEFUL FOR. WE  
17 WANT TO MAKE SURE THAT EVERYBODY GETS A CHANCE TO PROVIDE  
18 INPUT WHO WANTS TO. IF SOMEBODY -- IF WE ARE WORRIED WE'RE  
19 GOING TO RUN OUT OF TIME, I MIGHT ASK YOU TO SUM UP. SO WITH  
20 THAT, I WANT TO INTRODUCE OUR PANEL, JUST WHAT I HAVE ABOUT  
21 THEM. AND THEN THEY CAN TELL YOU A LITTLE BIT MORE. OKAY. SO  
22 I'VE ACTUALLY -- BECAUSE THIS IS TWO PAGES, I'M GOING TO GO BY  
23 WHAT'S ON THE PAGE. SO FIRST I HAVE -- IS IT CAMIEL? CAMIEL  
24 HAYES FROM CAMPUS AND VOCATIONAL PROGRAM COORDINATOR FOR  
25 CENTER FOR INDEPENDENT LIVING. HAO LE -- DID I GET THAT RIGHT?



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1 COFOUNDER REACH CAREER MENTORING. JILL NOFFSINGER DAY, AREA  
2 DIRECTOR FOR HUMAN RESOURCES US FOODS. RICARDO PEREZ, IT AND  
3 GREEN ENERGY SECTOR BUSINESS CONSULTANT. CALIFORNIA DEPARTMENT  
4 OF REHABILITATION. AND JENNIFER YANG, COFOUNDER REACH CAREER  
5 MENTORING. SO I'D LIKE TO INVITE YOU ALL. I DON'T KNOW IF YOU  
6 HAVE A PREFERRED ORDER. JUST GIVE A SHORT OVERVIEW ABOUT THE  
7 TOPIC. JUST GIVE US SOME INITIAL THOUGHTS AND FRAMINGS FOR THE  
8 AUDIENCE. WOULD ANYBODY LIKE TO GO FIRST? OKAY.

9

10 **HOA LE:** HEY, EVERYONE. THANKS FOR BEING HERE. I THINK A GOOD  
11 PLACE TO START IS WHAT REACH CAREER MENTORING IS. I ALSO  
12 HAPPEN TO BE A PHYSICIAN, ONCOLOGIST. AND I WAS INJURED IN THE  
13 MIDDLE OF MY TRAINING. WHEN I CAME BACK, I REMEMBER HOW  
14 ISOLATED I FELT. THERE WERE REALLY NO GOOD RESOURCES FOR  
15 MENTORSHIP. THERE WAS NOWHERE TO BEGIN. AND IT GOT US  
16 THINKING, WHAT DO MOST PEOPLE DO WHEN THEY FIND THEMSELVES IN  
17 A SITUATION AND THEY NEED SOME SORT OF GUIDANCE? AND IF I MAY  
18 SAY SO, I WAS A BIG FAN OF MARVEL BEFORE IT WAS BIG. AND THERE  
19 WERE X-MEN AND PROFESSOR X AND HIS ACADEMY. AND IN THIS  
20 ACADEMY, OF COURSE, THERE WERE THESE STUDENTS WITH ABILITIES.  
21 AND THE POINT WAS THE WORLD SAW THEM AS BEING PERHAPS  
22 DIFFERENT OR EVEN LESS. AND THE BEAUTIFUL THING ABOUT THE --  
23 IT GETS ME TEARED UP WHEN I TALK ABOUT THIS. THE BEAUTIFUL  
24 THING ABOUT PROFESSOR X WAS HE DIDN'T THINK THAT. HE SAID  
25 "THESE YOUNGSTERS ACTUALLY HAVE GIFTS. AND A LOT TO OFFER. AND



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1 IT'S REALLY -- IT REALLY TAKES SOMEONE TO BELIEVE IN THEM AND  
2 TO TEACH THEM HOW TO USE THEIR GIFTS FOR GOOD." AND SO IT'S  
3 REALLY THIS FRAMEWORK WHERE WE THOUGHT GOSH, WE WANT TO HAVE -  
4 - WE STARTED REACH CAREER MENTORING, WHICH IS A VOLUNTEER  
5 MENTORS WHO HAVE BEEN THROUGH THIS. WE HAVE A FOCUS, OF  
6 COURSE, ON CAREERS. AND GETTING THROUGH EDUCATION AND SUCH.  
7 AND SO, AGAIN, IT WAS THIS X-MEN SCHOOL, PROFESSOR X'S SCHOOL  
8 FOR GIFTED CHILDREN THAT REALLY INSPIRED US TO START THIS. BUT  
9 I THINK THE BIG POINT IS THAT WE HAVE TO MODEL THIS FOR EACH  
10 OTHER AND BE AVAILABLE AND AS A UNIFIED -- BE UNIFIED IN  
11 UPLIFTING EACH OTHER. BUT THERE'S REALLY JUST NOT ENOUGH OF  
12 THAT. THERE'S NOT -- YOU KNOW, OTHER -- OUR PEEPS IN THE  
13 DISABLED COMMUNITY, WE HAVE TO SEE EACH OTHER AND SAY OH, THAT  
14 PERSON COULD DO IT. I TOTALLY CAN DO IT. I'M JUST A SHMUCK. SO  
15 I'M JUST A SHMUCK AND I CAN DO IT. SOMEONE ELSE CAN SEE IT AND  
16 SAY I ABSOLUTELY CAN, TOO. THANKS.

17

18 **SPEAKER:**WOULD JENNIFER LIKE TO GO?

19

20 **SHE'S MY BETTER -- SHE'S MY BETTER HALF, MY WIFE.**

21

22 **>>JENNIFER YANG:** I'M JENNIFER YANG. I'M A PEDIATRICIAN AND THE  
23 ACCIDENT HAPPENED SHORTLY AFTER WE GOT MARRIED. BUT IT'S BEEN  
24 22 TWO YEARS NOW AND SO IT'S BEEN A JOURNEY. AND I'M MORE OF,  
25 LIKE, A SIDEKICK X MAN. AND WE HAVE JUST BEEN ON THIS JOURNEY



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1 TOGETHER AND WE'VE LEARNED LOTS AND WE GATHERED A GROUP OF OUR  
2 FRIENDS. AND WE'RE JUST BASICALLY A GROUP OF PEOPLE WHO WANT  
3 TO HELP OTHERS SUCCEED IN THEIR CAREERS. BECAUSE WE KNOW THAT  
4 THERE'S SUCH A HIGH RATE OF POVERTY AND HIGH RATE OF  
5 UNEMPLOYMENT IN THE DISABILITY COMMUNITY. AND WE JUST WANTED  
6 TO BE A RESOURCE OUT THERE FOR THE COMMUNITY. AND WE'RE A  
7 TOTALLY FREE SERVICE. AND WE'RE ALWAYS LOOKING FOR MENTORS AND  
8 MENTEES. AND IF YOU'RE INTERESTED, CONTACT US. I'M GOING TO  
9 HAND THE MIC OVER TO ONE OF OUR OTHER PANELISTS SO THEY CAN  
10 INTRODUCE THEMSELVES.

11

12 **SPEAKER:** YEAH. WE CAN -- YEAH. WE CAN GRAB ONE OF THESE,  
13 PLEASE.

14

15 **JILL NOFFSINGER DAY:** I'M HAPPY TO. I'M JILL. I'M A DIRECTOR OF  
16 HUMAN RESOURCES. I GET THE PRIVILEGE OF CREATING WORK  
17 EXPERIENCES FOR THE PEOPLE WHO COME TO WORK FOR US. I'M  
18 PARTICULARLY PASSIONATE ABOUT MAKING SURE THERE IS AN INVITING  
19 AND WELCOMING ENVIRONMENT FOR PEOPLE WITH ALL BACKGROUNDS. AND  
20 I'VE HAD A DISTINCT OPPORTUNITY TO BUILD AN ADULTS WITH  
21 DISABILITIES INTERNSHIP PROGRAM THAT HAD NOT BEEN DONE WAY  
22 BACK IN THE MIDWEST. AND THAT EXPERIENCE CHANGED MY LIFE  
23 RADICALLY. I LEARNED SO MUCH ABOUT THE EXPERIENCES OF OTHERS.  
24 I MYSELF HAVE A HIDDEN DISABILITY. AND SO WHILE PEOPLE  
25 WOULDN'T NECESSARILY KNOW THAT I HAVE A DISABILITY, I NOW



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1 UNDERSTAND THE NEED TO BE AN ADVOCATE FOR MYSELF IN THE  
2 WORKPLACE. AND THIS TOPIC IS OF HUGE IMPORTANCE TO YOU, AND TO  
3 THOSE WHO WANT TO SERVE YOU LIKE ME. THAT'S MY ROLE IN HR IS  
4 TO ENSURE THAT EVERY ASSOCIATE HAS THE EXPERIENCE THEY NEED  
5 WITH THE RIGHT RESOURCES AND TOOLS. AND I LOVE THE MENTORSHIP.  
6 IF I COULD GIVE YOU A LIST OF THINGS YOU NEED TO DO IN THE  
7 WORKPLACE. IT IS TO MAKE SURE YOU'VE GOT A GOOD MENTOR, A  
8 CHAMPION FOR YOU, WHETHER IT'S INSIDE THE COMPANY OR OUTSIDE  
9 OF THE COMPANY. SOMEONE WHO UNDERSTANDS WHAT YOUR NEEDS ARE  
10 AND CAN HELP WALK YOU THROUGH, ESPECIALLY SOME OF THE STUFF  
11 THAT FEELS SCARY. WORKPLACE REDUCTIONS. I'VE HAD SO MANY  
12 PARENTS OF SOME OF THE INTERNS WHO WORKED FOR ME OVER THE  
13 YEARS CONCERNED ABOUT WHAT'S GOING TO HAPPEN IN THE FUTURE OF  
14 THEIR CHILD REGARDLESS OF EDUCATION AND ABILITY AND  
15 EXPERIENCE. SO ALL THOSE THINGS GO INTO THAT MENTORSHIP. AND I  
16 REALLY AM EXCITED TO LEARN MORE ABOUT THEIR PROGRAM. BUT FOR  
17 YOU PERSONALLY TO FIND A WAY TO ADVOCATE FOR YOURSELF FROM A  
18 KNOWLEDGE BASE AND BEING TRANSPARENT AND OPEN IN COMMUNICATION  
19 AND VITAL TO YOUR SUCCESS. VITAL TO OUR ABILITY TO HELP MEET  
20 YOUR NEEDS. EVERY COMPANY CAN FIND VALUE AND ENSURING THAT YOU  
21 HAVE WHAT YOU NEED AT YOUR DISPOSAL IN ORDER FOR YOU TO REALLY  
22 ENJOY YOUR WORK EXPERIENCE WHICH THEN CREATES SUCH AN  
23 ENVIRONMENT FOR THE OTHERS. BECOME A BETTER COMMUNITY BELIEVE  
24 OVER TIME WHEN WE ALL WORK TOGETHER TOWARD THE GOOD OF ONE  
25 ANOTHER. I'M EXCITED TO BE HERE TODAY.



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1

2 **SPEAKER:** THANK YOU.

3

4 **CAMIEL HAYES:** ALL RIGHT. HELLO, EVERYBODY. I'M CAMIEL HAYES.  
5 AND I'M A VOCATIONAL COORDINATOR FOR THE CENTER FOR  
6 INDEPENDENT LIVING LOCATED IN BERKELEY. REALLY HAPPY TO BE  
7 HERE. I'VE BEEN WITH THE CENTER FOR INDEPENDENT LIVING FOR  
8 ABOUT FOUR YEARS NOW. I MYSELF AM A PERSON WITH ACQUIRED  
9 DISABILITIES. I HAVE MULTIPLE CHRONIC ILLNESSES. I'M ALSO  
10 BLIND LOW VISION, PARTIALLY BLIND. SO COMING INTO THE WORLD OF  
11 DISABILITY BACK IN 2020. WHILE THE WORLD WAS CHANGING AROUND  
12 US, I ALSO HAD TO RAPIDLY ADAPT TO A NEWFOUND BODY CONDITION I  
13 WAS WORKING WITH. I HAD NO IDEA HOW TO DO THE WORK I WAS  
14 DOING. I HAD NO IDEA I'D FIND MYSELF IN A COMMUNITY HELPING TO  
15 SUPPORT OTHER FOLKS WITH DISABILITIES AND FINDING EMPLOYMENT  
16 OR ACCESSING REASONABLE ACCOMMODATIONS. I LOVE THE WORK THAT  
17 YOU ALL ARE DOING. IT'S AMAZING AND TRULY -- IT TOUCHES MY  
18 HEART TO KNOW THERE ARE OTHER RESOURCES OUT THERE. JUST  
19 BECAUSE, YES, LIKE SO MANY OF MY CONSUMERS, REALLY HAVE NO  
20 IDEA HOW TO NAVIGATE, NOT JUST, LIKE, THE WORKFORCE BUT JUST  
21 THE -- EMBEDDED ABLEISM THAT WE ARE CONSTANTLY FIGHTING WITH.  
22 SO I REALLY TRY TO MAKE SURE FOR MY CONSUMERS, OF COURSE IT'S  
23 GREAT TO HAVE TOOLS TO GO SEARCH FOR EMPLOYMENT AND RESUMES  
24 AND COVER LETTERS AND GREAT THINGS. BUT IT'S ALSO REALLY  
25 VALUABLE TO KNOW WHAT YOUR RIGHTS ARE IN THE WORKPLACE. AND



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1 ALSO, LIKE, THOSE RIGHTS ARE ONLY GOING TO DO SO MUCH IF YOUR  
2 WORKPLACE IS NOT HELD ACCOUNTABLE TO MAKING SURE THEY ARE  
3 DOING THE RIGHT THINGS. SO I THINK IT'S REALLY AMAZING TO KNOW  
4 THERE ARE WORKSPACES THAT ARE REALLY DOING THE WORK AND MAKING  
5 SURE THAT THEY ARE MAKING THE WORKPLACE EQUITABLE AND  
6 ACCESSIBLE. YEAH. SO I'M HAPPY TO BE HERE. REALLY EXCITED TO  
7 HEAR FROM THE OTHER PANELISTS AND GET TO KNOW SOME OF THE  
8 COMMUNITY MEMBERS HERE. AND THAT'S IT FOR ME.

9

10 **RICARDO PEREZ:** THAT'S OKAY. GOOD MORNING. I'M RICARDO PEREZ  
11 AGAIN. SURE, NOT A PROBLEM. RICARDO PEREZ, SECTOR BUSINESS  
12 CONSULTANT WITH THE CALIFORNIA DEPARTMENT OF REHABILITATION.  
13 I'M ACTUALLY HOUSED HERE IN SAN FRANCISCO. I'VE BEEN IN THIS  
14 FIELD FOR ABOUT 12 YEARS NOW. AND A LOT OF WHAT MY COLLEAGUES  
15 UP HERE HAVE BEEN SAYING ARE THINGS THAT WE HAVE TO CONSIDER  
16 WHEN WE'RE WORKING TWOFOLD. ONE SIDE WHEN WE TALK TO  
17 BUSINESSES AND OTHER SIDE WHEN WE WORK WITH CASE LOAD OF JOB  
18 SEEKERS. IN LARGE PART WHEN IT COMES TO WORKPLACE  
19 ACCOMMODATIONS OR SETTING UP PARTICULAR PROGRAMS WITH  
20 BUSINESSES WHO ARE HIRING, A LOT OF THE MISCONCEPTIONS THAT  
21 BOTH PARTIES HAVE IS THAT NOBODY WANTS TO TALK TO EACH OTHER  
22 OR THEY'RE CONSTANTLY AFRAID OF BRINGING UP CERTAIN TOPICS.  
23 FROM A BUSINESS STANDPOINT, WE LIKE TO PRESENT TO THEM EITHER  
24 FREE AWARENESS TRAININGS OR OTHER SUCH COMMUNITIES FOR  
25 INDIVIDUALS TO ASK QUESTIONS IN SAFE ENVIRONMENTS TO ALLOW US



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1 TO CONTINUE A CONVERSATION OF WHAT WOULD WORK IN A WORKPLACE  
2 SETTING TO ALLOW INDIVIDUALS TO BE MORE OPEN WITH SUPERVISORS  
3 OR ASK FOR PARTICULAR ACCOMMODATIONS. ONE THING I ALWAYS BRING  
4 UP, TOO, EITHER EXECUTIVE TEAMS OR TALENT ACQUISITION  
5 SPECIALISTS OR ANYTHING LIKE THAT IS WHEN IT COMES TO  
6 ACCOMMODATIONS, I WOULD SAY 80% OF WHAT PEOPLE ARE ASKING FOR  
7 IS, YOU KNOW, LOW TO NO COST ACCOMMODATIONS. AND SO, WHEN THEY  
8 HEAR THAT, YOU KNOW, IT'S -- THERE'S A QUICK AHA MOMENT ABOUT  
9 OH, I DIDN'T THINK ABOUT THAT. AND THEN WE'LL CONTINUE THE  
10 DISCUSSION ABOUT WHAT IT TAKES. FROM A JOB SEEKER'S  
11 STANDPOINT, I UNDERSTAND IT'S TROUBLING BECAUSE THE BIGGEST  
12 ISSUE IS, OF COURSE, DO I DISCLOSE OR NOT? AND I HAVE SEEN IN  
13 LARGE PART, IT'S ALWAYS ABOUT WHAT IS IMPORTANT TO BRING UP IN  
14 CONVERSATION? SO I'M NOT SAYING YOU HAVE TO DISCLOSE  
15 EVERYTHING RIGHT AWAY. BUT YOU ONLY SHOULD TELL THEM WHAT THEY  
16 NEED TO KNOW. AND EVEN THEN IT'S RESTRICTED. YOU'RE NOT  
17 TELLING THEM ABOUT YOU HAVE TO TAKE PARTICULAR MEDICATION OR  
18 WHAT ALL THE SYMPTOMS ARE OR ANYTHING LIKE THAT. YOU CAN  
19 SIMPLY ASK I NEED TO TAKE BREAKS AT CERTAIN POINTS OF THE DAY.  
20 AND IS THERE AN ALTERNATIVE MEANS THAT I CAN BRING IN CERTAIN  
21 EQUIPMENT SO I CAN READ WHAT THE DOCUMENTS ARE?

22

23 **SPEAKER:** SO HAVING THESE CONVERSATIONS IS KEY AND IMPORTANT.  
24 BECAUSE IT ALLOWS US TO FURTHER UNDERSTAND THE NEEDS OF  
25 EVERYBODY. BUT THEN ALSO WE CAN LOOK TO SEE WHAT ARE SOME



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1 OTHER WAYS THAT WE CAN ACCOMMODATE THAT WE HAVEN'T THOUGHT  
2 ABOUT BEFORE? I MENTIONED ABOUT PARTICULAR PROGRAMS,  
3 ESPECIALLY FOR HIRING. I'VE BEEN INVOLVED WITH SEVERAL.  
4 SUBJECT MATTER EXPERTS FOR THE STATE HIRING PROCESS, LEAP,  
5 LIMITED EXAMINATION APPOINTMENT PROCESS. I ASSISTED IN THE  
6 CERTIFICATION COMPONENT FOR THE ACCESS TO CITY EMPLOYMENT  
7 PROGRAM FOR CITY OF SAN FRANCISCO TO SAY TO THEM TO HAVE AN  
8 OPPORTUNITY TO PERMANENT POSITIONS WITHOUT HAVING TO TAKE AN  
9 EXAMINATION. WE'VE EVEN WORKED WITH SCHOOLS LIKE UCSF,  
10 COMPANIES LIKE EAST BAY MUNICIPAL UTILITIES. DOWN SOUTH, I  
11 WORKED STATEWIDE, EDISON. EDISON ELECTRIC COMPANY. OR YOU  
12 KNOW, SOUTHERN EDISON. EXCUSE ME. BUT THE THING IS THAT WHAT  
13 WE TRY TO BRING UP ARE ITEMS THAT COME TO US OVERALL. SO I'D  
14 LIKE TO SAY THAT ALL MY IDEAS ARE ORIGINAL WHEN BRINGING UP  
15 QUESTIONS THAT PEOPLE HAVE OR CONCERNS OR ANYTHING LIKE THAT.  
16 BUT IT'S JUST BASED ON WHAT WE HEAR FROM THE BUSINESS SIDE,  
17 FROM OUR JOB SEEKERS SIDE. YOU KNOW? AND GENERAL INPUT FROM  
18 THE PUBLIC. SO, IF THERE ARE THINGS THAT YOU'RE AFRAID OF  
19 BRINGING UP, FEEL FREE TO LET US KNOW AND LET'S TRY TO HAMMER  
20 IT OUT. ONE LAST THING I'D LIKE TO MENTION IS THAT ACCESS TO  
21 VOC REHAB ENTITY ALSO WORK WITH A SLEW OF VENDORS AND OTHER  
22 ORGANIZATIONS IN AND AROUND THE AREA. MORE SPECIFICALLY HERE  
23 IN THE BAY AREA, WE CAN TALK ABOUT TWO WORDS. HIREABILITY  
24 IPRC, THE LIST GOES ON. BUT THEN WE CAN ALSO PROVIDE  
25 ADDITIONAL RESOURCES. FOR INSTANCE, IT USED TO BE CALLED THE



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1 DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING. NOW IT'S KNOWN AS  
2 DEPARTMENT OF CIVIL RIGHTS. AND SO WE CAN PROVIDE ADDITIONAL  
3 INFORMATION TO HELP YOU WITH THE CONSTANT CONVERSATION THAT  
4 WE'RE HAVING ABOUT, YOU KNOW, WHAT WORKS IN THE WORKPLACE,  
5 WHAT CAN YOU BRING UP AND ALSO TO SECURE YOUR EMPLOYMENT.

6

7 **NAOMI ARMENTA:** OKAY. THANK YOU. I'D LIKE TO START OFF -- DOES  
8 ANYBODY HAVE ANY QUESTIONS ABOUT REALLY DIRECTLY ABOUT OUR  
9 TOPIC ABOUT SEARCHING FOR A JOB AS A DISABLED PERSON OR  
10 GETTING THAT SET UP? SO RIGHT HERE IN FRONT.

11

12 **GOOD MORNING. MY NAME IS LISA IRVING. I AM A JOB SEEKER. MY**  
13 **QUESTION IS FOR RICARDO AND FOR THOSE OF YOU IN HR. MY FIRST**  
14 **QUESTION STARTS WITH A STATEMENT. I NOTICE THAT ABOUT 70% OF**  
15 **JOBS THAT I COME ACROSS HAVE A DRIVER'S LICENSE REQUIREMENT.**  
16 **I'M NOT GOING TO APPLY FOR A JOB DRIVING A TAXI OR A BAKERY**  
17 **TRUCK. I KNOW THAT THERE ARE MANY WAYS TO ACCOMPLISH THE JOB.**  
18 **BUT TRYING TO GET AN EMPLOYER TO UNDERSTAND THAT OWNING A SET**  
19 **OF CAR KEYS ISN'T THE ONLY WAY TO DO THIS JOB HAS BEEN A HUGE**  
20 **CHALLENGE. SO I WONDER IF SOMEBODY CAN SPEAK TO TRYING TO WORK**  
21 **AROUND AND WORK PROSPECTIVE EMPLOYERS. AND MY NEXT QUESTION**  
22 **HAS TO DO WITH -- FROM AN HR STANDPOINT, WHEN I COME IN FOR AN**  
23 **INTERVIEW AND I HAVE AN OBVIOUS DISABILITY, WHAT WOULD BE**  
24 **HELPFUL FOR ME TO SHARE WITH YOU WITHOUT GIVING THE HIRING**  
25 **MANAGER HEEBEE JEEBIES, IF THEY HAVE THEM AND THEY MAY NOT.**



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1 I'M CURIOUS FROM AN HR STANDPOINT WHAT WOULD BE HELPFUL FOR  
2 YOU TO KNOW ABOUT ME, SOMEONE WITH A VISION DISABILITY OR ANY  
3 DISABILITY? THANK YOU.

4  
5 >>SPEAKER: I'LL TAKE A STAB AT THAT, LISA. TWO THINGS, NUMBER  
6 ONE, EVERY COMPANY IS REQUIRED TO HAVE "IF YOU HAVE AN  
7 ACCOMMODATION NEED" LANGUAGE IN THEIR PROCESS. I CAN'T ANSWER  
8 WHY SOMEONE WOULD POST A NEED FOR A DRIVER'S LICENSE. THAT  
9 MAKES NO SENSE TO ME UNLESS THE JOB ITSELF ACTUALLY REQUIRES  
10 IT, RIGHT? MANY COMPANIES LIKE MINE ARE REQUIRED TO STATE  
11 EXACTLY WHAT THE REQUIREMENTS OF THE JOB ARE. ADDING SOMETHING  
12 THAT'S UNNECESSARY IS INAPPROPRIATE. SO I DON'T KNOW HOW TO  
13 FIGHT AGAINST THAT. I'M GOING TO PING THAT TO RICARDO. BUT LET  
14 ME TAKE THE OTHER ONE. WHAT TO DO TO INFORM PEOPLE WHEN YOU'RE  
15 IN THE INTERVIEW PROCESS? I WILL TELL YOU I TOTALLY AGREE WITH  
16 RICARDO. YOU DO NOT HAVE TO SAY EVERYTHING. WE DON'T WANT YOU  
17 TO SAY HERE'S ALL THE REASONS WHY I HAVE THIS DISABILITY. I  
18 HAVE THERE'S A YOUNG CHILD AND SO ON. RIGHT? DON'T GIVE AWAY  
19 THE PROTECTED INFORMATION THAT IS YOURS. THAT SAID, IT IS  
20 EXTREMELY IMPORTANT THAT YOU'RE VERY TRANSPARENT AND UP FRONT  
21 IN THE BEGINNING. FOR EXAMPLE, IF YOU HAVE THE ADVANTAGE OF A  
22 PHONE INTERVIEW BEFORE YOU'RE SCHEDULED TO COME IN OR A  
23 RECRUITER IS CALLING TO SCHEDULE YOU, I HIGHLY RECOMMEND THAT  
24 YOU SAY, "I HAVE SHARED WITH YOU THROUGH THE APPLICATION  
25 PROCESS THAT I WILL NEED AN ACCOMMODATION. I DO HAVE A



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1 DISABILITY. WHEN I ARRIVE, I'M GOING TO BE BRINGING MY GUIDE  
2 DOG. HER NAME IS SANDY. AND I WILL BE HERE TO MEET WITH ALL OF  
3 YOU. I JUST WANT TO MAKE SURE EVERYBODY IS AWARE OF MY NEED  
4 AND I WILL MAKE SURE THAT I KNOW EXACTLY WHERE I'M COMING IN  
5 THE BUILDING. I'M RESPONSIBLE FOR THAT." SHOWING UP? THAT  
6 MANNER, EXPRESSING WHAT YOUR SITUATION IS WITHOUT DISCLOSING  
7 EVERYTHING IS IMPORTANT. IF YOU'RE NETWORKING FOR JOBS, I  
8 THINK IT'S REALLY IMPORTANT TO ASK PEOPLE OR PEOPLE YOU KNOW  
9 WHO WORK AT THAT COMPANY THAT HAS BEEN THEIR EXPERIENCE, WHAT  
10 HAVE THEY WITNESSED AS ACCOMMODATIONS AND ACCESSIBILITIES FOR  
11 PEOPLE LIKE YOURSELF WITHIN THE WORKPLACE. YOU HAVE TO BE YOUR  
12 ADVOCATE AND NOT RELY ON THEM. SO DON'T SURPRISE THEM AT THE  
13 DOOR. THAT WAY THE RECRUITER, IF THEY'RE DOING THEIR JOB WELL,  
14 THEY WILL BE PREPARING THE PEOPLE WHO ARE GOING TO BE MEETING  
15 WITH YOU. HERE'S WHY YOU'RE INTERVIEWING LISA. SHE HAS THESE  
16 REQUIREMENTS THAT YOU NEED FOR THE JOB. WE'VE SPOKEN TO HER.  
17 WE THINK SHE'S A COMING WITH A GUIDE DOG. TO RICARDO'S POINT,  
18 SHE NEEDS FREE OR MINIMUM COST ACCOMMODATION TO DO THIS WORK.  
19 AND WE'RE PREPARED TO PAY FOR THAT AND SET YOU UP FOR SUCCESS.  
20 YOU CAN ALWAYS ASK THEM TO DO THAT FOR YOU. THAT WOULD BE MY  
21 MAIN PIECE OF ADVICE. ANYTHING ELSE ANYBODY ELSE WOULD HAVE?

22

23 **SPEAKER:** HI, LISA.

24



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1 **RICARDO PEREZ:** THIS IS NOT -- OKAY. MAYBE I SHOULD JUST HOLD  
2 IT. BECAUSE IT'S ON THE PODIUM. TO YOUR FIRST QUESTION ABOUT  
3 THE ID. WE'VE HAD CONVERSATIONS WITH SEVERAL ENTITIES ABOUT  
4 THAT LANGUAGE. WE'VE BEEN ASKING THEM TO LIST IT AS EITHER  
5 STATE ID OR DRIVER'S LICENSE OR DL. ONE OF THOSE TWO BECAUSE  
6 OF THAT IN LARGE PART WHEN WE DO ASK FOR CLARIFICATION FROM  
7 HIRING MANAGERS, A LOT OF THEM WILL TELL US STATE ID IS FINE.  
8 SO, IF THERE'S A POSITION THAT YOU'RE APPLYING TO AND THERE'S  
9 CONTACT INFORMATION THERE, EMAIL, PHONE NUMBER OR WHAT HAVE  
10 YOU, YOU CAN REACH OUT AND ASK FOR THAT CLARIFICATION. IF SAY,  
11 FOR INSTANCE, YOU'VE BEEN APPLYING FOR A STATE POSITION,  
12 TOWARD THE BOTTOM OF ANY POSTING THERE IS A BLOCK OF CONTACT  
13 INFORMATION. EITHER THE DIRECT HIRING UNIT CONNECTION OR JUST  
14 THE OVERALL DEPARTMENT. AND YOU CAN JUST REACH OUT TO THOSE  
15 TEAMS, ASK FOR THAT ADDITIONAL CLARIFICATION AND PROBABLY,  
16 LIKE, 98% OF THE TIME THEY'LL TELL YOU. YES, A STATE ID IS  
17 FINE. TYPICALLY, IT'S JUST HOW CAN -- WHEN YOU APPLY, THEY  
18 WANT TO ENSURE THAT YOU HAVE A WAY TO IDENTIFY YOURSELF AND  
19 THEN, OF COURSE, SHOWCASE THAT YOU'RE A CITIZEN OF A  
20 PARTICULAR STATE. AND YOU HAVE WHAT YOU NEED IN ORDER TO GET  
21 PAID IN THE FUTURE. AND YOU'RE RIGHT, IN LARGE PART, NOT  
22 EVERYTHING IS GOING TO INVOLVE DRIVING. EVEN MY ROLE, STATES,  
23 LIKE, MAYBE 5% OF MY DUTY IS SUPPOSED TO BE TRAVELING BUT  
24 THERE'S NO EXPECTATION. WE DON'T HAVE A STATE CAR OR ANYTHING  
25 LIKE THAT. BUT YOU CAN ALWAYS ASK FOR THAT ADDITIONAL



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1 CLARIFICATION. SHE WAS STATED THAT SHE'S BEEN GHOSTED MOST OF  
2 THE TIME WHEN SHE'S DONE THAT. I KNOW WE'RE GOING TO BE  
3 WORKING TOGETHER A BIT MORE SO WE CAN CLARIFY SEVERAL THINGS.  
4 BUT IN THE EVENT THAT YOU ARE UNABLE TO GET IN CONTACT WITH  
5 SOMEBODY THROUGH THAT INITIAL PHASE, TRY TO SEEK OUT USUALLY,  
6 LIKE, ON A WEB SITE THERE'S CONTACT US ABOUT US. A SEPARATE  
7 EMAIL A SEPARATE PHONE NUMBER. GIVE THEM A CALL. SEND THEM AN  
8 EMAIL. TELL THEM YOUR EXACT SITUATION. YOU USE THE EMAIL OR  
9 PHONE NUMBER AND THEY'RE SUPPOSED TO ANSWER YOU. BECAUSE IT'S  
10 A DIFFERENT TEAM THAT'S INVOLVED WITH THAT SO THEY HAVE TO  
11 FORWARD TO WHOMEVER. IF YOU COME BACK AGAIN, I DIDN'T HEAR  
12 ANYTHING IN 48 HOURS OR SOMETHING LIKE THAT, IT HAS TO GET  
13 RAISED UP HIGHER.

14

15 **SPEAKER:** MAY I ADD SOMETHING TO THAT?

16

17 **JENNIFER YANG:** I DON'T HAVE A BACKGROUND IN HR, BUT I WENT TO  
18 A GREAT LECTURE BY THE ASSENT PROGRAM FOR NEURODIVERGENT  
19 POPULATION. THEY HAD A NEURODIVERGENT PERSON SPEAKING ABOUT  
20 THIS EXACT TOPIC. I DON'T REMEMBER HER NAME, BUT THIS IS NOT  
21 MY IDEA. BUT ONE WAY THAT SHE RECOMMENDED WHEN YOU'RE TRYING  
22 TO SET UP AN INTERVIEW AND YOU NEED ACCOMMODATIONS, IS NOT  
23 NECESSARILY TO COME OUT AND SAY I NEED THIS OR I NEED THAT.  
24 BUT HOW SHE PHRASED IT WAS "I PERFORM BEST WHEN ..." WHEN I  
25 CAN BRING MY GUIDE DOG WITH ME, WHEN I HAVE AN INTERPRETER OR



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1 I CAN DO THE BEST JOB, WHEN I HAVE ACCESSIBLE TECHNOLOGY SUCH  
2 AS THIS." SO I JUST -- SOMETIMES IT CAN BE A WAY OF SAYING  
3 WHAT YOU WANT TO SAY BUT KIND OF PUTTING A POSITIVE SPIN ON  
4 IT. SO I WANTED TO THROW THAT OUT THERE. THANK YOU. ALICIA?

5

6 **SPEAKER:** **SPEAKER:** GOOD MORNING. MY NAME IS ALICIA. I WORK FOR  
7 THE CITY OF SAN FRANCISCO. IN THE DISABILITY -- IN THE OFFICE  
8 ON DISABILITY AND ACCESSIBILITY. AND ONE OF THE TASKS THAT I'M  
9 DOING IS TO OPEN THE FIRST DISABILITY EMPLOYMENT RESOURCE  
10 GROUP. AND ONE -- AS I'M HEARING ALL OF YOU. AND AS I'M  
11 HEARING BACK ON, YOU KNOW, REMEMBERING ON ALL MY JOBS, I THINK  
12 ONE KEY TO FIND ALL THE JOBS THAT I HAVE HAD WHICH HAVE GIVEN  
13 ME GREAT EXPERIENCE THROUGH THE YEARS IS RELATIONSHIP BUILDING  
14 AND REALLY PEOPLE MEETING ME BEFORE THEY NEEDED TO FILL IN A  
15 POSITION. AND ONE OF THE MAJOR BARRIERS THAT WE HAVE IS THAT  
16 ALWAYS THE CONFERENCE GOES IN THE DIRECTION OF OUR NEED FOR  
17 REASONABLE ACCOMMODATIONS. WE'RE TALKING ABOUT REASONABLE  
18 ACCOMMODATIONS. AND WHEN THE LADY FROM FRONT OF LISA, I THINK  
19 IS YOUR NAME, WAS TALKING, I HAD A ROOMMATE WHO WAS BLIND. AND  
20 FIRST THING THAT COMES TO MY MIND WAS I WAS DEFINITELY  
21 CLUELESS ABOUT BLINDNESS UNTIL I MET HER. AND SHE WAS MY  
22 ROOMMATE. AND I WAS DRIVING MY CAR, I HAVE TO CONFESS WITHOUT  
23 GOOGLE MAPS I DON'T KNOW WHAT I WOULD DO. I WAS LOST ALL THE  
24 TIME. EXCEPT WHEN I WAS LIVING WITH HER. AND THE REASON WAS  
25 BECAUSE EVERY TIME THAT WE WERE HEADING SOMEWHERE SHE WOULD



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1 SAY YOU HAVE TO TURN RIGHT. I WAS LIKE HOW DO YOU KNOW? SHE  
2 WAS LIKE ALICIA, BECAUSE THERE ARE TWO HOLES AND TWO BUMPS SO  
3 IT'S TIME FOR YOU TO TURN TO THE RIGHT. AND THAT IS A SKILL  
4 THAT IS UNDERLOOKED. AND THERE IS SO MUCH EMPHASIS ON WHAT WE  
5 NEED AND NOT EMPHASIS ON WHAT WE CAN BRING TO THE TABLE. AND  
6 IN MY EXPERIENCE ALSO HANGING OUT WITH PEOPLE IS THE BEST WAY  
7 TO REALLY EDUCATE PEOPLE WITHOUT THEM KNOWING THEY'RE BEING  
8 EDUCATED. THAT WAS MY EXPERIENCE WITH MY FRIEND. AND THAT IS  
9 THE EXPERIENCE OF MY FRIENDS WHEN I TALK WITH MY FRIENDS. I  
10 HAVE A FRIEND WE WORK TOGETHER AND HE BECAME A HIGH POSITION  
11 AT COCA-COLA. AND I REMEMBER TALKING WITH HIM THE LAST TIME I  
12 TALKED WITH HIM, HE SAID ALICIA, IT'S INTERESTING, ALL THE  
13 PEOPLE WHO WORK WITH ME ALWAYS ASK HOW COME -- DID YOU NOT  
14 KNOW THAT THAT PERSON WAS BLIND? AND YOU HELP ME TO BE BLIND  
15 TO THE DISABILITY AND REALLY, LIKE, THAT ABILITY BECAUSE WE  
16 GREW UP TOGETHER PLAYING TOGETHER AND IT WAS NOT AN ISSUE.  
17 THOSE ARE MY TWO CENTS. THANK YOU.

18

19 **NAOMI ARMENTA:** OTHER COMMENTS?

20

21 **SPEAKER:** I HAVE A FEW THOUGHTS. I'VE BEEN LOOKING FOR WORK FOR  
22 YEARS. AND ONE OF THE BIGGEST PROBLEMS I HAVE IS DISABILITY  
23 AND THEY WON'T LET YOU WORK FULL TIME. AND YOU WILL LOSE  
24 BENEFITS IF YOU WORK. IT'S SO HARD TO FIND A JOB. ONE OTHER  
25 THING, WHEN I WENT TO SCHOOL AS A STUDENT, THEY DON'T PREPARE



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1 YOU FOR A JOB. THEY DON'T HELP PEOPLE FIND JOBS. THEY WEREN'T  
2 ABLE TO FIND JOBS. THEY FIND JOBS THAT YOU DON'T LIKE. AND  
3 THAT'S -- PEOPLE WITH DISABILITIES -- --

4

5 **SPEAKER:** I HEARD, LIKE, THREE THINGS ABOUT MEDICARE AND  
6 MEDICAID. AT RISK OF LOSING THAT. AND SORRY, I THINK IT'S KIND  
7 OF MIGRATED OVER TO THE SIDE. SO I'M GOING TO TURN A LITTLE  
8 BIT HERE. SO THE FIRST THING WAS ABOUT THE MEDICAID AND  
9 MEDICARE AND LOOPING THAT. WHEN YOU TRY TO WORK. AND SECOND  
10 WAS ABOUT NEEDING ACCOMMODATIONS LIKE AN ATTEND AND AT WORK.  
11 AND THIRD WAS A CONCERN ABOUT WORKING WITH DOR AND NOT  
12 ACTUALLY BEING TRAINED TO DO WORK TO GET JOBS AND/OR BEING  
13 DIRECTED TO JOBS THAT ARE NOT APPEALING. I THINK THAT WAS WHAT  
14 I INTERPRETED. OR NOT WHAT YOU WANTED. DOES THAT REPRESENT  
15 WHAT YOU WERE SAYING? WHAT WAS YOUR NAME. SUE? SHARON, SHEILA.  
16 SHIRA. THANK YOU, SORRY. I CAN'T ALWAYS HEAR WELL. AND SO  
17 THANK YOU FOR SHARING YOUR NAME. IT IS -- IT'S VERY COMMON  
18 THAT THE PEOPLE DECIDE FOR YOU WHAT THE JOB SHOULD BE FOR YOU,  
19 RIGHT? AND I HEAR THAT PASSION IN YOUR VOICE THAT THERE'S  
20 THINGS I KNOW I CAN DO. I JUST DON'T HAVE TO SHOW UP LIKE  
21 EVERYBODY ELSE TO JENNIFER'S POINT. I WORK BEST IF I HAVE AN  
22 ATTENDANT. IF I HAVE THIS PERSON WHO CAN HELP SHARE WHAT'S IN  
23 MY MIND BECAUSE YOU'VE GOT A BRIGHT HEALTHY MIND AND LOTS OF  
24 SKILL THAT YOU CAN POTENTIALLY UTILIZE FOR A ROLE, RIGHT? I  
25 CAN'T SOLVE DOR. BUT I HEAR WHAT YOU'RE SAYING THERE. SO



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1 FINDING THE OPPORTUNITY OF WHAT BRINGS YOU JOY BEING ABLE TO  
2 DO THAT WORK IS SUPER IMPORTANT.

3

4 **SPEAKER:SHIRA:** I PAY FOR HER ATTENDANT OUT OF POCKET. YES.

5

6 **SPEAKER:** YOU KNOW SOME AREAS DO HAVE RESOURCES WHERE THEY  
7 BECOME AVAILABLE. BUT THAT IS STILL A MOUNTAIN TO CLIMB FOR  
8 SURE AND GETTING WITH THE RIGHT PEOPLE TO HELP YOU FIND WHAT  
9 OTHER COMPANIES MIGHT BE DOING IN THAT SPACE. MY COMPANY  
10 ACTUALLY FUNDED THAT THROUGH AN AGENCY LOCALLY. SIMILAR TO  
11 RICARDO'S AGENCY BUT IT WASN'T PART OF THE GOVERNMENT. IT WAS  
12 A NONPROFIT ORGANIZATION. SO PERHAPS YOUR ADVOCATE COULD HELP  
13 YOU RESEARCH IF THAT'S AN AVAILABLE OPTION, JUST SO YOU KNOW.  
14 ONE THING TO THINK OF. ONE OF MY BIGGEST PASSIONS IN LIFE IS  
15 HELPING US CHANGE THE LEGISLATION AROUND SOCIAL SECURITY  
16 BENEFITS. I THINK IT IS CRIMINAL -- I'M NOT SUPPOSED TO SAY  
17 THAT AS PART OF MY COMPANY, JUST SO YOU KNOW, AS JILL TODAY  
18 SITTING IN FRONT OF YOU, THAT HAS GOT TO CHANGE. I'VE SAT IN  
19 FRONT OF PARENTS 80 YEARS OLD TEARS STREAMING DOWN THEIR FACE.  
20 I CAN'T LET ME SON WORK FOR YOU. I WAS GOING TO MAKE SIX  
21 FIGURES FIRST YEAR. \$100,000. VERY SKILLED DOWN'S SYNDROME  
22 AMAZING GUY WHO COULD BUILD A PALLET EQUALLY BALANCED EVERY  
23 TIME RIGHT AWAY. BUT HE COULDN'T -- THEY COULD NOT SEE THEIR  
24 WAY FOR HIM TO LOSE THAT PROTECTION WHICH IS -- I'M GRATEFUL  
25 WE HAVE THE PROTECTION. BUT IT SHOULDN'T BE CEILINGED WITH A



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1 SALARY. I CAN'T CHANGE THAT HERE. BUT I WANT YOU TO KNOW THERE  
2 ARE PEOPLE OUT THERE ADVOCATING FOR THAT KIND OF LEGISLATIVE  
3 CHANGE. YOU SHOULDN'T HAVE TO REAPPLY FOR BENEFITS TO MAKE AS  
4 MUCH MONEY YOU CAN'T MAKE MORE THAN THAT, YOU LOSE YOUR  
5 PROTECTION. THAT DOESN'T MAKE SENSE. AND THIS YOUNG MAN'S  
6 PARENTS WERE LIKE IF SOMETHING HAPPENS TO THAT COMPANY OR  
7 SOMETHING HAPPENS TO HIM AT WORK OR WE DIE, WHO IS ADVOCATING  
8 FOR HIM? EVERYTHING THE SYSTEM IS BUILT TO SUPPORT IS GONE. WE  
9 HAVE TO BE TRANSPARENT AND VOCAL WITH THAT LEGISLATION AND  
10 MAKE OUR VOICES HEARD TO HELP MAKE THOSE CHANGES. I'M NOT A  
11 POLITICIAN, BUT IT'S A PASSION FOR ME.

12

13 **SPEAKER:** MAY I JUMP IN A LITTLE BIT? SORT OF RELATED TO WHAT  
14 SHE'S SAYING ABOUT LOSING YOUR SOME PEOPLE CALL THEM  
15 ENTITLEMENT WHEN YOU MAKE ABOVE A CERTAIN AMOUNT OF MONEY.  
16 THERE ARE SPECIAL ABLE ACCOUNTS THAT PEOPLE CAN USE ONCE THEY  
17 START WORKING. AND HOW THEY WORK IS THAT ANYTHING THAT YOU USE  
18 TO PAY FOR DISABILITY-RELATED EXPENSE, THE MONEY THAT COMES  
19 FROM THAT POT DOESN'T GET TAXED. WE HAVEN'T USED THAT ACCOUNT  
20 SPECIFICALLY. AND I KIND OF WANTED TO KNOW IF ANYBODY IN THIS  
21 ROOM HAS EXPERIENCE WITH USING AN ABLE ACCOUNT. AND PERHAPS  
22 YOU CAN SHARE YOUR EXPERIENCE? YES, LISA?

23

24 **SPEAKER:** LISA: I SET UP MY ABLE ACCOUNT IN NEVADA BECAUSE AT  
25 THE TIME CALIFORNIA DID NOT HAVE AN ABLE ACCOUNT. AND IT



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1 DOESN'T HAVE MUCH MONEY IN IT. BUT SOME TIME AGO, I HAD  
2 PROBLEMS WITH THE SOCIAL SECURITY ADMINISTRATION. I WAS  
3 WITHOUT INCOME TO PAY MY RENT OR BILLS AND LOST MY MEDICAL AT  
4 MEDICAL. AND I WAS ABLE TO USE MY ABLE ACCOUNT FOR THOSE  
5 EXPENSES, AND THOSE ARE EXAMPLES OF WHAT I WAS ABLE TO USE  
6 WITH AN ABLE ACCOUNT.

7

8 **SPEAKER:** ONE OF THE BENEFITS IS THAT THE MONEY YOU IN THAT  
9 ACCOUNT THAT YOU HAVE SAVED UP DOESN'T COUNT AGAINST YOUR  
10 BENEFITS. SO SOME MENTEES HAVE -- WE'VE ENCOURAGED THEM TO  
11 OPEN THEIR OWN ABLE ACCOUNT. BUT AGAIN, IT'S A LEARNING  
12 PROCESS. AND IT'S JUST ONE OF THOSE EXTRA THINGS THAT THE  
13 GOVERNMENT HAS PUT OUT THERE. BUT DOESN'T GET A LOT OF GOOD  
14 PUBLICITY. WHATEVER YOU CAN DO, THERE ARE TAX BENEFITS TO IT.

15

16 **SPEAKER:** OVER HERE. DYLAN FOX, CORNELL. I'VE OFTEN SEEN A LOT  
17 OF CONTENTIONS OVER TECHNOLOGICAL SUPPORT FOR THINGS LIKE  
18 HUMAN CAPTIONS CART VERSUS AUTOMATED CAPTIONS. RIGHT? AND  
19 OFTEN TIMES IN THE PAST, AUTOMATED CAPTIONS HAVE BEEN  
20 TERRIBLE. PEOPLE CALL THEM CRAPTIONS, FOR EXAMPLE. BUT I'VE  
21 SEEN SOME PEOPLE PUTTING ACCESSIBILITY ADVOCATES SAYING THE  
22 AUTOMATED CAPTIONS ARE GETTING BETTER AND BETTER AND SOMETIMES  
23 BECAUSE OF LOWER LATENCY, THEY'RE PREFERABLE TO HUMAN  
24 GENERATED CAPTIONS. I SEE THIS AS PART OF A GROWING  
25 CONVERSATION ON WHAT REPRESENTS A REASONABLE LEVEL OF



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1 ACCOMMODATION AND WHAT REPRESENTS THAT MINIMUM PERFORMANCE  
2 NECESSARY. AND I'M CURIOUS WHERE YOU FEEL YOU STAND ON THAT IN  
3 TERMS OF WHO'S -- WHO GETS TO SAY WHEN THE TECH IS GOOD ENOUGH  
4 TO REPLACE POTENTIALLY POSSIBLY, HUMAN ASSISTANCE AND WHEN YOU  
5 REALLY DO NEED THAT HUMAN ASSISTANCE?

6

7 **JENNIFER YANG:** I'M SORRY. I DIDN'T QUITE UNDERSTAND YOUR  
8 QUESTION. CAN YOU REPHRASE IT?

9

10 **SPEAKER:** THERE'S A REQUIREMENT FOR A LOT TO PROVIDE REASONABLE  
11 ACCOMMODATIONS. SO, FOR EXAMPLE, LET'S SAY YOU HAVE A LANGUAGE  
12 DISABILITY WHERE YOU HAVE TROUBLE UNDERSTANDING PEOPLE MAYBE  
13 BECAUSE OF HARD OF HEARING OR OTHER LANGUAGE PROCESSING  
14 ISSUES. ONE ACCOMMODATION PEOPLE COULD ASK FOR IS CAPTIONS,  
15 ESPECIALLY AT A CONFERENCE LIKE THIS. WE HAVE THEM ON SCREEN  
16 HERE. AND THE QUESTION IS I THINK IN THE PAST WE'VE HAD GROUPS  
17 LIKE THE W3C SAY THAT AUTOMATED CAPTIONS ARE NOT A SUFFICIENT  
18 REPLACEMENT FOR HUMAN-GENERATED CAPTIONS BECAUSE SO FAR, HUMAN  
19 CAPTIONS ARE IN GENERAL MUCH MORE ACCURATE. THEY HAVE PEOPLE'S  
20 ABILITY TO APPLY CONTEXT. YOU KNOW, YOU DON'T HAVE -- THE W3C  
21 EXAMPLE IS, IF YOU'RE FOLLOWING A COOKING VIDEO, THE MISTAKES  
22 IN THE AUTOMATICALLY GENERATED CAPTIONS COULD CAUSE YOU TO SET  
23 YOUR HOUSE ON FIRE BECAUSE IT WILL HELP YOU ADD OIL AND THEN  
24 ADD THE WATER IN. THAT'S NOT WHAT YOU WANT TO DO. BUT THE  
25 QUESTION IS, AS THESE TOOLS GET BETTER, WHOSE JUDGMENT IS IT?



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1 WHAT DO YOU SEE AS KEY FACTORS IN WHEN THE ACCOMMODATIONS HAVE  
2 BEEN PROVIDED AND HUMAN CAPTIONS AND SIGN LANGUAGE  
3 INTERPRETATION, HOW CAN WE TELL WHEN THOSE ARE REASONABLE TO  
4 BE REPLACES BY AI AND EMERGING TOOLS AND WHEN SHOULD IT REMAIN  
5 HUMAN BECAUSE HUMANS ARE JUST BETTER AT IT? I DON'T KNOW IF  
6 THAT MAKES SENSE.

7

8 **SPEAKER:** I HAVE TO SAY THAT MAY BE UNIQUE TO EACH COMPANY. WE  
9 HAVE AN ERG FOR OUR ASSOCIATES WHO IDENTIFY WITH THE  
10 DISABILITY. AND WE MAKE CERTAIN THINGS AVAILABLE TO THEM BOTH  
11 AI, HUMAN, AND AUTOMATED. I CAN'T SPEAK TO WHETHER IT FITS THE  
12 LETTER OF THE LAW. WHAT I CAN SPEAK TO IS THAT THERE ARE  
13 TECHNIQUES WITHIN OUR COMPANY IDENTIFYING WHAT IS REQUIRED AND  
14 WHAT'S AVAILABLE. AND, AS WE DEVELOP NEW TOOLS, WE'RE MAKING  
15 THEM MORE ACCESSIBLE BECAUSE OF THAT INFLUENCE OF THAT ERG.  
16 DOES THAT HELP ANSWER IT A LITTLE BIT?

17

18 **SPEAKER:** I HAVE TO SAY THAT AT OUR CENTER, WE STARTED -- SO I  
19 COFOUNDED WITH A PEER WHOSE DAUGHTER HAS A DISABILITY. WE CALL  
20 OURSELVES THE DISABILITY ALLIANCE, AND IT WAS TO GIVE  
21 OURSELVES A VOICE. AND THANK YOU TO JILL WHAT YOU WERE SAYING.  
22 IT SEEMS UNFORTUNATELY YOUR QUESTION IS INCREDIBLY TOUGH  
23 BECAUSE YOU'RE RIGHT. THERE'S NO ULTIMATE UNIVERSAL GOVERNING  
24 BODY THAT SAYS HEY, THIS IS WHAT EVERYONE NEEDS TO DO. AND  
25 IT'S ONE SIZE FITS ALL. AND EVEN YOUR QUESTION IS A BIT



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1 PHILOSOPHICAL IN THE SENSE THAT, YOU KNOW, WHO DECIDES WHAT IS  
2 APPROPRIATE, WHAT IS NOT, WHAT'S CONSIDERED DISABLED ENOUGH OR  
3 NOT? RIGHT, THOSE KINDS OF THINGS. AND THAT'S WHY IT'S  
4 IMPORTANT THAT WE DO HAVE WHEREVER YOU ARE, LOCALLY, LOCAL  
5 FOOT SOLDIERS TO ADVOCATE FOR THESE THINGS. A LOT OF  
6 ORGANIZATIONS TRY TO REGIONALIZE THINGS OR SAY OH, WE DECIDED  
7 THIS ON A NATIONAL LEVEL. AND THINGS NEVER GET DONE THAT WAY.  
8 UNLESS, AGAIN, LOCALLY, YOU HAVE, YOU AND YOUR GROUP OF  
9 SOLDIERS GO AND FIGHT FOR THESE THINGS. SO I THINK THAT'S VERY  
10 IMPORTANT. IT'S A GREAT QUESTION. IT'S A TOUGH ONE, MY FRIEND.

11

12 **SPEAKER:** THIS IS CAMIEL SPEAKING,

13

14 **CAMIEL HAYES:** I'M GOING TO ANSWER YOUR QUESTION A LITTLE MORE  
15 BROADLY, IF I MAY. JUST IN TERMS OF REASONABLE ACCOMMODATIONS,  
16 WHATEVER THEY MAY BE, WHETHER IT'S CART ACCESS OR SOMETHING  
17 ENTIRELY DIFFERENT, I THINK IT'S REALLY IMPORTANT THAT  
18 EMPLOYERS BELIEVE AND LESSEN TO THE PERSON THAT'S ACTUALLY  
19 ASKING FOR THE ACCOMMODATION AS WE IN OUR OWN LIVED EXPERIENCE  
20 KNOW WHAT WE NEED MOST AND WHAT WOULD SERVE US BEST. OF COURSE  
21 I UNDERSTAND COSTS AND THINGS LIKE THAT NEED TO BE TAKEN INTO  
22 CONSIDERATION. BUT ALSO DOING YOUR RESEARCH AND BEING PREPARED  
23 AS AN EMPLOYEE OR INDIVIDUAL TO ARGUE WHAT IT IS YOU NEED AND  
24 WHY IT WOULD BE MOST EFFECTIVE. AND THERE ARE AGENCIES OUT  
25 THERE THAT CAN HELP SUPPORT WITH FORMALIZING THAT KIND OF



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1 STATEMENT, MAKING IT AS IRON CLAD AS POSSIBLE. I KNOW THAT  
2 KIND OF MAY NOT ANSWER YOUR QUESTION SPECIFICALLY. BUT JUST  
3 KIND OF SPEAKING BROADLY ABOUT REASONABLE ACCOMMODATIONS IT'S  
4 REALLY IMPORTANT FOR EMPLOYERS TO LISTEN TO THE PERSON ASKING  
5 FOR THEM AND WHY WE NEED THEM AND WHY WE NEED THEM. THANK YOU.

6

7 **SPEAKER:** I HAVE A QUESTION FROM THE ZOOM. WE HAVE A QUESTION  
8 FROM THE ZOOM.

9

10 **SPEAKER:** YEAH, WE HAVE SOME COMMENTS COMING IN VIRTUALLY.  
11 EMPLOYERS ASK HOW WOULD YOU ACCOMPLISH THIS JOB, IF IT'S A  
12 QUESTION THEY ASK. IF THE QUESTION FEELS SLANTED OR BIASED,  
13 SKILLS AND POSITIONS OR PROVIDING HOW TO NAVIGATE THOSE  
14 SITUATIONS. AND WE HAD SOMEONE ABOUT THE COMMENT MADE EARLIER  
15 ABOUT SOCIAL SECURITY BENEFITS AND ISSUES FACED WITH THAT.  
16 THERE'S ALSO A QUESTION, SOMEONE SAYS I'M HAVING DIFFICULTY  
17 FINDING A PART-TIME JOB NOW THAT MOST OF THE POSITIONS I'M  
18 INTERESTED IN ARE ASKING FOR FULL TIME. I WONDER IF IT'S  
19 POSSIBLE TO APPLY FOR FULL-TIME POSITION WHILE REQUESTING PART  
20 TIME. IF ANYONE HAS INSIGHTS ON HOW TO NAVIGATE THAT QUESTION  
21 ON SCHEDULING ACCOMMODATIONS OF THAT SORT?

22

23 **RICARDO PEREZ:** I CAN TAKE A FIRST CRACK AT THAT ONE. SO, FIRST  
24 OF ALL, IT IS GOING TO DEPEND. IT DEPENDS ON THE TYPE OF ROLE  
25 FOR THE JOB THAT THEY'RE LOOKING TO DO. SECONDLY, IS THE



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1 COMPANY OR ORGANIZATION SET UP TO HAVE WORK LIKE THAT? YOU  
2 KNOW IT'S A LOT OF MY PERSONAL EXPERIENCE IS WITH GOVERNMENT  
3 ENTITIES. DON'T HAVE PARTICULAR ROLES. THEY'LL HAVE FULL TIME,  
4 PART TIME. WHAT THEY CALL INTERMITTENT. SO THAT IS A  
5 POSSIBILITY TO ALLOW SOMEONE TO WORK AT THAT SCALE. BUT AS FAR  
6 AS PRIVATE COMPANY OR ANYTHING OF THAT NATURE, IT'S JUST GOING  
7 TO DEPEND ON WHAT TYPE OF ROLE IT IS. TYPICALLY, YOU ONLY HEAR  
8 ABOUT PART TIME ROLES FROM A RETAIL OR HOSPITALITY STANDPOINT.  
9 BUT, IF WE'RE LOOKING FOR SOMETHING THAT'S MORE OFFICE  
10 RELATED, ADMIN RELATED OR IT RELATED, THINGS OF THAT NATURE,  
11 IT CAN BE A POSSIBILITY BUT IT IS UP TO THE COMPANY AND THEIR  
12 STRUCTURE. BUT YEAH. I'M GOING TO NEED, I GUESS, ADDITIONAL  
13 INFORMATION ON THAT ONE IF THEY'RE ABLE TO PUT IT INTO THE  
14 CHAT.

15

16 **SPEAKER:**QUESTION OVER HERE.

17

18 **SPEAKER:**HI. I'M ALARA, PROGRAM MANAGER FOR OFFICE OF  
19 DISABILITY. WITH THE COUNTY OF SANTA CLARA. SO I WANTED TO  
20 COMMENT BEFORE I WORKED FOR THE COUNTY. I ALSO WORKED FOR TOOL  
21 WORKS. AND YOU MENTIONED TOOL WORKS BEFORE. SO TOOL WORKS HAS  
22 WHAT'S CALLED THE INTEGRATION WORK THAT HELPS CLIENTS WITH  
23 DISABILITIES GET JOBS AND MENTORS AND TRAINING AND ALL OF  
24 THAT. AND IT'S ASSOCIATED WITH THE REHABILITATION ACT. ALSO,  
25 WE WORK WITH DOR. AND ANY AGENCY THAT'S PROVIDE CLIENTS THAT



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1 HAVE SPECIALIZED JOBS THAT THEY'RE LOOKING FOR BUT MOST  
2 ORGANIZATIONS AND COMPANIES, THERE'S SOME AREAS AND THEY'RE  
3 JUST NOT READY FOR PEOPLE WITH DISABILITIES. LOOKING FOR JOBS.  
4 IF WOULD BE GREAT TO ENCOURAGE ALL OF THEM TO HAVE A CAP,  
5 MAYBE 10% CAP OR SOMETHING THAT'S NOT COMPETITIVE. LIKE  
6 GOVERNMENT, FEDERAL GOVERNMENT HAS A CAP. A NONCOMPETE. THEY  
7 HAVE A SCHEDULE A. BUT AT THE STATE LEVEL, COUNTY LEVEL, WE  
8 DON'T HAVE THAT. THAT WOULD BE GREAT TO HAVE A CAP SO THAT  
9 MANY PEOPLE WITH DISABILITIES, MAYBE THEY DON'T HAVE AN  
10 EDUCATION OR THEY HAVE READING AND WRITING IS A STRUGGLE OR  
11 VARIOUS LANGUAGES, IN A JOB INTERVIEW, IN A JOB RESUME THEY  
12 TEND TO BE SCREENED OUT AS SOON AS THEY SEE THE RESUME BASED  
13 ON EDUCATION OR WHATEVER IT IS AND THEY'RE OUT RIGHT FROM THE  
14 START. SO TO GIVE THEM A YEAR OR EVEN TWO YEARS PROBATION  
15 PERIOD WHERE THEY CAN SHOW THEY HAVE OTHER SKILLS. SO I WONDER  
16 IF ANY OF YOU HAVE ANYTHING LIKE THAT THAT I DON'T KNOW ABOUT.

17

18 **RICARDO PEREZ:** THANKS FOR COMING. I WORK WITH SEAN RICHARDSON  
19 IN SAN JOSE A LOT. AND I WAS TRYING TO WORK WITH 704 IN SANTA  
20 CLARA COUNTY. I DON'T KNOW WHETHER THAT'S STILL HAPPENING OR  
21 NOT. TO YOUR POINT ABOUT PROGRAMS OR SCHEDULE A, OR LEAP.  
22 THAT'S WHAT MY TEAM IS WORKING ON IS OTHER WAYS TO FIND  
23 EMPLOYMENT AND FIND DIFFERENT JOBS FOR ALL OF OUR JOB SEEKERS.  
24 YOU KNOW, TO GO BACK TO YOUR POINT EARLIER ABOUT FORCING YOU  
25 TO DO A JOB THAT YOU DON'T LIKE. I RECOGNIZE THAT. MY TEAM



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1 RECOGNIZES THAT. AND SO WE'RE TRYING TO FIND POSITIONS THAT  
2 MORE ALIGN WITH WHAT EVERYONE IS LOOKING TO DO. SO BELIEVE IT  
3 OR NOT. TO GO BACK TO THE TOOL WORKS POINT, WE'RE PARTNERING  
4 WITH THEM FOR THE EAST BAY MUNICIPAL UTILITY DISTRICT  
5 POSITIONS. WHAT WE'RE DOING WITH THAT PROJECT WHICH IS  
6 SUPPOSED TO START IN A COUPLE WEEKS IS WE HAD INDIVIDUALS  
7 SUBMIT RESUMES FOR ENGINEERING, WASTEWATER MANAGEMENT AND  
8 ACCOUNTING AND DESKTOP SUPPORT TEAMS. AND INSTEAD OF HAVING  
9 THEM GO THROUGH A TRADITIONAL EMPLOYMENT PROCESS, INTERVENING  
10 OR WHAT NOT, WE'RE SKIPPING THE INTERVIEW PORTION SO JUST  
11 BASED ON MERITS OF RESUME, THEY'RE GOING TO GIVE THEM SET  
12 AMOUNT OF HOURS, I THINK WE'RE AT 500 HOURS OR SOMETHING LIKE  
13 THAT. IF THEY DO WELL ENOUGH, THEY'LL OFFER THEM A PERMANENT  
14 ROLE. SO THAT'S ONE THING WE'RE LOOKING TO DO THAT'S A NICE  
15 THING ABOUT OUR -- THE GRANT PROJECT I'M PART OF IS WE'RE  
16 TRYING TO FIND NEW WAYS TO SUPPORT ALL OUR JOB SEEKERS, THINGS  
17 I ASK NOW THEN SHARE WITH THE OTHER DOR DEPARTMENTS OR THE  
18 BRANCH OFFICES UP AND DOWN THE STATE AND MORE IMPORTANTLY  
19 SHARE ALL OF THOSE RESOURCES AND OPPORTUNITIES WITH ALL THE  
20 JOB SEEKERS IN AND AROUND CALIFORNIA.

21

22 **NAOMI ARMENTA:** W E HAVE A COUPLE MINUTES LEFT. (OFF MIC) CAN  
23 YOU HEAR ME? REALLY POWERFUL. THANK YOU SO MUCH. I WANT TO ASK  
24 JENNIFER AND HOA -- AM I PRONOUNCING YOUR NAME RIGHT? I WANT  
25 TO ASK WHAT ARE EXAMPLES OF YOUR MENTEES AND THE RANGE OF



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1 CAREER FIELDS. I CAN'T EVEN TALK. WHAT ARE SOME EXAMPLES OF  
2 YOUR MENTEES AND THEIR RANGE OF CAREER FEELINGS THAT YOU  
3 MENTORED AND PART B, THE RESULTS YOU'VE ENJOYED WITH WORKING  
4 WITH YOUR MENTEES?

5

6 **JENNIFER YANG:** HELLO. WE HAVE A HUGE RANGE OF PEOPLE THAT WE  
7 WORK WITH. THERE AREN'T VERY MANY OF US AND WE'RE QUITE SMALL.  
8 WE JUST STARTED A FEW YEARS AGO, AND WE'VE REALLY HAD MAYBE  
9 JUST A HANDFUL OF MENTEES THAT WE'VE WORKED WITH. SO THOSE  
10 PEOPLE HAVE BOTH ACQUIRED AND CONGENITAL DISABILITIES. AND ONE  
11 OF THEM HAPPENS TO BE IN HIS Ph.D. PROGRAM. AND ANOTHER ONE IS  
12 A LOT LIKE SHIRA WORKING AT A JOB HE DOESN'T LIKE AND HE WANTS  
13 TO DO SOMETHING ELSE IN HIS CHOSEN FIELD. MANY OF OUR MENTEES  
14 HAVE A LOT OF EDUCATION BUT RUN INTO THESE PROBLEMS WHERE  
15 PEOPLE DON'T GIVE THEM A CHANCE WHEN THEY GO AND APPLY FOR THE  
16 JOB. SO YOU KNOW WHAT WE'RE TRYING TO DO IS REALLY KIND OF BE  
17 A BIG BROTHER, BIG SISTER PROGRAM, PERSEVERANCE IN WHATEVER  
18 YOU'RE DOING IS SO IMPORTANT TO SUCCESS. SO EVEN IF YOU HAVE  
19 100 PEOPLE SLAM DOORS IN YOUR FACE, ALL YOU NEED IS ONE TO SAY  
20 MAYBE I'LL GIVE YOU A CHANCE. AND WE CAME ACROSS THAT A LOT  
21 WITH APPLYING FOR JOBS. THERE'S SO MUCH WE LEARNED WHEN YOU  
22 DISCLOSE YOUR DISABILITY WE JUST WANT TO SHARE ALL THE STUFF  
23 WE LEARNED. BECAUSE WE THINK THAT PEOPLE CAN BENEFIT FROM IT,  
24 AND WE DON'T WANT ANYONE OUT THERE TO FEEL LIKE THEY'RE ALONE.  
25 THERE ARE -- WE BOTH HAD PRETTY GOOD ROLE MODELS IN OUR LIVES.



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1 AND IT WAS SO IMPORTANT FOR US. AND IF THERE ARE PEOPLE OUT  
2 THERE WHO DON'T HAVE ROLE MODELS OR THEY JUST NEED A LITTLE  
3 BIT OF SUPPORT, THAT'S WHAT WE'RE THERE TO DO. AND ALL OUR  
4 MENTORING IS VIRTUAL AND FREE. AND ALL YOU HAVE TO DO IS EMAIL  
5 US. AND WE'LL FIND OUT WHAT YOUR NEEDS ARE. AND SEE IF WE'RE A  
6 GOOD MATCH. FIND A MENTOR FOR YOU WHO YOU WOULD LIKE TO WORK  
7 WITH.

8

9 **SPEAKER:** IS IT JUST THE TWO OF YOU IN YOUR ORGANIZATION  
10 MENTORING?

11

12 **SPEAKER:** NO. WE HAVE ABOUT A DOZEN MENTORS AND ABOUT FIVE  
13 MENTEES. SO WE'RE SMALL. WE'RE GROWING BUT WE'RE HERE. AND WE  
14 REALLY ARE JUST A GROUP OF PEOPLE WHO WANT TO SEE OTHERS WITH  
15 DISABILITIES SUCCEED IN THEIR CAREERS SO THAT THEY CAN  
16 EVENTUALLY BE BETTER THAN THE STATISTICS.

17

18 **HAO LE:** THEY REPRESENT DIFFERENT ABILITIES AND BACKGROUNDS.

19

20 **SPEAKER:** ARE YOU BOTH IN SAN FRANCISCO?

21

22 **HAO LE:** WE'RE IN MENLO PARK, BUT WE'RE VIRTUAL. SO IT DOESN'T  
23 MATTER. ONE OF THE GREATEST SUCCESSES SHE'S REFERRING TO THIS  
24 PERSON WAS ON THE EAST COAST AND HAPPENED TO HEAR ABOUT US. I  
25 THINK SHIRA MENTIONED THAT WE'RE NOT SEEN, THAT'S PART OF WHAT



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1 -- WHY WE EXIST. AND I THINK SOMETIMES WE'RE EVEN SEEN BY  
2 OTHERS. WE HAVE TO SEE OURSELVES AND HOW BEAUTIFUL AND  
3 POWERFUL WE ARE. AND THAT'S A BIG OF THIS. BUT WE'RE HAPPY TO  
4 HELP ADVOCATE.

5

6 **SPEAKER:** LAST COMMENT RIGHT HERE.

7

8 **SPEAKER:** I WONDER IF OTHER CAREER MENTORS HAVE  
9 DISABILITIES. THAT WOULD BE AWESOME.

10

11 **SPEAKER:** I'M SORRY. I DIDN'T MAKE THAT CLEAR. TO BE A MENTOR,  
12 YOU HAVE TO HAVE A DISABILITY. SO IT'S --

13

14 **HAO LE:** IT'S ONE OF US.

15

16 **JENNIFER YANG:** FOR US BY US.

17

18 **HAO LE:** YOU BET.

19

20 **NAOMI ARMENTA:** THANK YOU SO MUCH. EVERYONE. WE'RE GOING TO GET  
21 OURSELVES OVER TO THE BIG ROOM SO WE CAN HEAR THE  
22 CONGRESSWOMAN. THANK YOU SO MUCH. THANK YOU TO THE PANELISTS.

23

24 **SPEAKER:** THANK YOU ALL.

25



*Broadcasting Government*