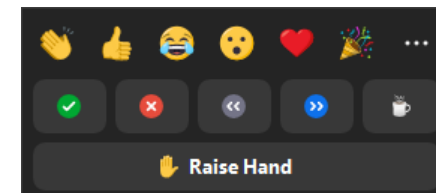
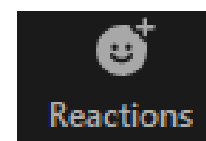
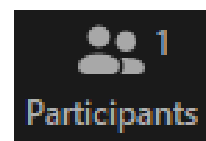
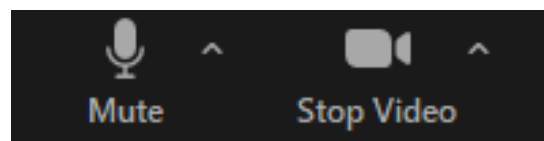


Welcome!

- Welcome to the Task Force on Eliminating Subminimum Wages meeting!
- Please use this time to get settled and test the online meeting technology
- Meeting controls to be familiar with during task force meeting (located at the bottom of the screen):
 - **Mute/unmute:** Mute and unmute your microphone.
 - **Stop video/Start video:** Turns your camera on or off.
 - **Participants:** See who's currently in the meeting.
 - **Reactions (smiley face icon):** Provides ability to “raise hand” that appears on-camera.



Co-chair welcome

- Welcome to the group
- High-level overview of agenda – today’s meeting is about benefits and challenges
- Reminder about the purpose of the task force:
 - Language from statute: “The task force shall develop a plan to phase out the payment of subminimum wages to people with disabilities by August 1, 2025”
 - Task force charge is not debating whether to eliminate subminimum wage, focus is on providing the legislature with a plan for how to eliminate subminimum wages should they decide to go forward.
- Any changes to the meeting notes from the March meeting?

Online process and norms

- Please say your name when you speak.
- Put yourself on mute when not speaking.
- To participate - use “raise hand” feature in Zoom or raise your hand; then unmute.
- Participate in a manner that is most meaningful to you. Use video, if possible.
- Show up as it best suits you.
- Honor your needs throughout the meeting.
- Technical difficulties happen. Contact (Jake Granholm from MAD; Jacob.Granholm@state.mn.us) for help.

Highlight Task Force Principles for Constructive Conversations

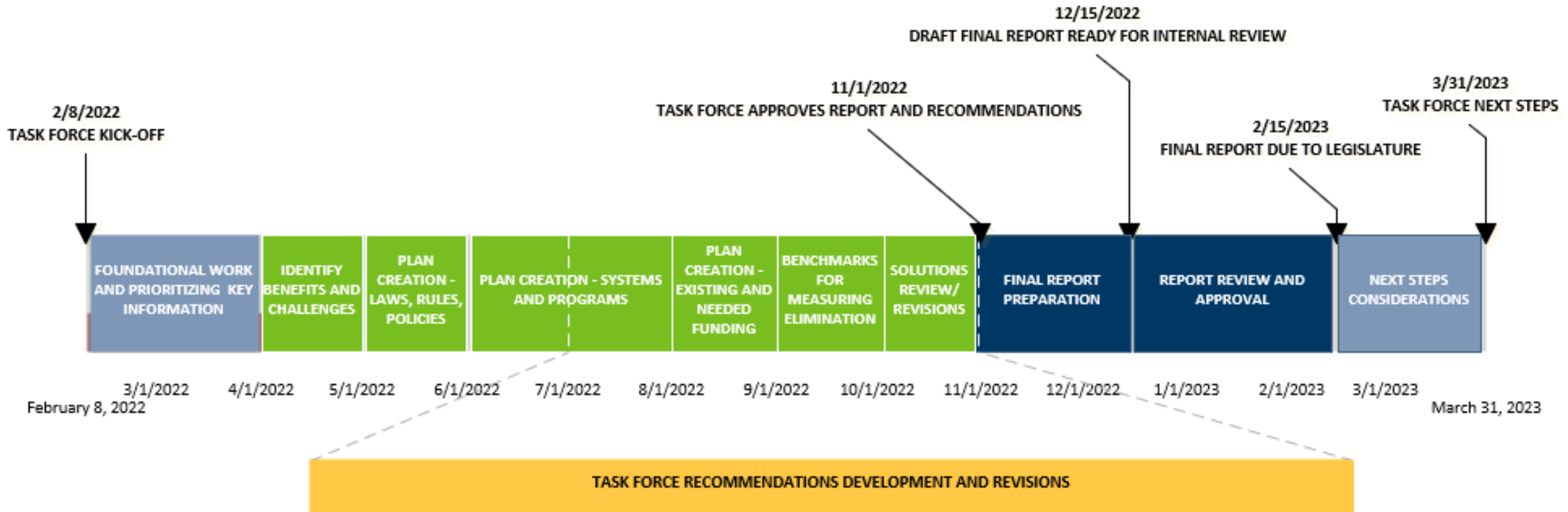
- Honesty
- Compassion, empathy
- Curiosity
- Patience
- Respectful
- Show up authentically
- Representation, inclusion
- Mindful of purpose, keep the goal in mind
- Transparency
- Problem-solving
- Accessibility beyond ADA
- Meet all people's accessibility needs
- Listen to understand
- Develop meaningful recommendations with actionable steps
- Responsibility
- Anti-racist and anti-ableist
- Responsibility to fairness
- Person-centered planning
- Ensure we're reaching disabled population in ways that work for them
- Acknowledge and be aware of privilege
- Openness to challenging each other and being challenged when we make mistakes
- Be guided by the principles of disability justice

Task force updates

Task force timeline meeting topics overview

Task force on Eliminating Subminimum Wages

(Note: phases are estimates and may be updated, as needed)



Other updates

- State interview updates
 - Interviews complete with Oregon, Maryland, Ohio, and Iowa
 - Key findings and themes will be shared at upcoming meetings as they relate to the task force meeting topics
- Task force member change
- Expanded use of the per diem for task force members
- Review of resources sent

Groupwork on Benefits and Challenges of Eliminating Subminimum Wage

Identifying benefits and barriers is described in statute

The Minnesota Legislature instructed the task force to (Minnesota Session Law 2021, chapter 17, article 17, section 14, subdivision 6):

- Identify benefits to the state in eliminating subminimum wage by August 1, 2025 (subdivision 6.8).
- Identify barriers to eliminating subminimum wage by August 1, 2025, including the cost of implementing and providing ongoing employment services, training, and support for employees with disabilities and the cost of paying minimum wage to employees with disabilities (subdivision 6.9).

*Note: we are using the word challenges instead of barriers.

Potential benefits and barriers

Identifying benefits and barriers will help in designing solutions since per statute the task force will: Make recommendations to eliminate the barriers identified (subdivision 6.10)

- Task force members requested background information in preparation for the April meeting on benefits and barriers—or challenges.
- MAD compiled potential benefits and challenges identified in public comments and found in documents reviewed for background research.

Commonly cited potential benefits and challenges to eliminating subminimum wages

For its upcoming plan and recommendations, the Minnesota Legislature instructed the task force to “(8) identify benefits to the state in eliminating subminimum wage by August 1, 2025;” and “(9) identify barriers to eliminating subminimum wage by August 1, 2025, including the cost of implementing and providing ongoing employment services, training, and support for employees with disabilities and the cost of paying minimum wage to employees with disabilities....”

Task force members requested background information before their upcoming April meeting to discuss benefits and barriers—or challenges. Management Analysis and Development compiled the following lists of benefits and challenges identified in public comments and found in documents reviewed for background research. Those resources are listed at the bottom of this document. These lists are intended only to be a jumping off point for task force discussion.

Potential benefits

People with disabilities

- Jobs better match interests and skills
- Job satisfaction and performance increase
- Civil rights and dignity are protected
- Less chance of abuse in integrated settings
- Increased integration
- Job and personal growth
- Expanded social networks
- Increased income—and less dependence on government programs

Employers and service providers

- Supports more likely to lead to competitive employment
- Better alignment with federal policy direction
- Prepared for possible changes to federal 14(c) policies (subminimum wages)
- Supports cost less without sheltered workshops
- Service providers can focus on supports, not on running production sites

Group work on benefits and challenges

Identify two or more benefits and challenges for each audience, if possible.

- What are the benefits of eliminating subminimum wage?
 - For people with disabilities
 - For employers and service providers
 - For families and supports
 - For the community
- What are the challenges of eliminating subminimum wage?
 - For people with disabilities
 - For employers and service providers
 - For families and supports
 - For the community

Group process

Three groups of task force members work in breakout rooms with MAD consultants, Karen, Jake and Matt, serve as notetakers and group facilitators.

1. Small groups will work on the topic: What are the benefits of eliminating subminimum wages?
2. Entire task force will gather and groups will report-out. Each group will name a reporter to lead sharing of their ideas to the group.
3. Small groups will work on the topic: What are the challenges of eliminating subminimum wage?
4. Entire task force will gather and groups will report-out.

Group process summary

Benefits to eliminating subminimum wage

- Discuss what themes across groups stand out

Challenges to eliminating subminimum wage

- Discuss what themes across groups stand out

MAD will do an overall sorting of ideas and grouping by them themes in a Word document and will share with task force.

An Update on Engagement, Outreach, and Communications Activity

Public Sector Consultants

www.publicsectorconsultants.com

Engagement, Communication & Education Objectives

Engagement

1. The Subminimum Wage Task Force engages impacted stakeholders strategically and efficiently to help inform their recommendations.
2. Impacted stakeholders have a voice in the work of the task force, opportunities to provide input, and feel heard.
3. Stakeholder feedback is logged, summarized and transparent to help support decision makers outside of the task force.

Communication & Education

1. The community has strategic and effective education on the shift away from subminimum wages and towards competitive, integrated employment for people with disabilities.
2. Provider Reinvention grantees have the information and tools to help them effectively message and educate their program participants as they transition to competitive pay.

Engagement, Communication & Education Key Questions

Engagement

- What do we need to know to do the work of the task force?
- What will give the work of the task force credibility?
- What do we know? What do we still need to learn? Who do we need to learn it from?

Communication & Education

- How do we inform education and communication around competitive, integrated employment so people can see their way forward?
- What do we want people to know?

Engagement and Communications Planning Activities

- ✓ Reviewed planning mission and vision from statute
- ✓ Affirmed planning group responsibilities and task force principles
- ✓ Identified, categorized, and prioritized target audiences
- ✓ Developed engagement strategies
 - ✓ Identified what we need to learn from people with disabilities, their families, and providers
 - ✓ Asked how group members can contribute to effective stakeholder engagement
- ✓ Brainstormed messaging strategies
 - ✓ Compiled high-level ideas about what people with disabilities, their families, and providers need to know
 - ✓ Asked how group members can contribute to impactful messaging development

“What does our communications plan need to include for families of people earning subminimum wage?”

Next Steps for Engagement and Communications

Activity	Timeframe
Draft engagement and communications plans reviewed by planning group	End of April
Draft plans to the Task Force	May Task Force Meeting
Stakeholder Engagement Activities	May to October
Communications Tool Creation	Ongoing

- **Next task force meeting:** Tuesday, May 10, 2022 (on Zoom)
- **Opportunity for member feedback:** please complete the short member feedback survey.
- **Questions between meetings?:** Contact Jake Granholm (jacob.granholm@state.mn.us)

Thank you for your time today!