

REALTIME FILE

EINSOF

LCA Webinar: Session 1, Orientation

August 6, 2019

CART CAPTIONING PROVIDED BY:

ALTERNATIVE COMMUNICATION SERVICES, LLC

[www.captionfamily.com](http://www.captionfamily.com)

\* \* \* \*

Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility. CART captioning and this realtime file may not be a totally verbatim record of the proceedings.

\* \* \* \*

[ Captioner standing by ]

>> DEREK SHIELDS: So people, this is Derek, and others are coming on to the line, and from this point

forward, I ask you to have proper behavior. And that would include saying your name before you speak. That will allow our friend Ashly, who's working on the CART, to play along, because we have some callers, and they are just telephone numbers.

>> DEREK SHIELDS: Right now we have ten participants -- well, total folks on the line.

Skip to

>> TARI HARTMAN SQUIRE: We would like to welcome everybody to LCA Online Take 117, and this is called a slate, so it's the start of every production, so that the sound and the video are in sync. So we're all in sync, but Zoom's not in sync, but thank you, Derek, for troubleshooting, and we welcome you to this next iteration of Lights! Camera! Access!.

All of you have been selected to be part of our piloting this program for LCA, so today's agenda we're welcoming and introductions, the review of Lights! Camera!

Access! The Mentoring Circle Cohort, the schedule, accessing recordings, and participation expectations. We're going to talk about LCA online, networking, and then also contact information and how we stay connected in between these sessions, which will be six of them.

So we're going to advance to the next slide. We're going to welcome everybody, going to do a brief introduction. Derek Shields, would you start, please?

>> DEREK SHIELDS: Sure. Hi, everybody. This is Derek Shields. I think we met at one of the summits, I'm with the Disability Mentoring coalition, so I'm been part of the LCA team for a few years now, and it's great to be with you.

>> TARI HARTMAN SQUIRE: Great. And Bonita, could you introduce yourself briefly, because then you're going to go into a little bit of a presentation. Derek, if you could un-mute Bonita, that would be awesome.

So while Derek is un-muting Bonita, let's hear from Jd Michaels, a brief introduction, please.

>> JD MICHAELS: Hi. My name is Jd Michaels. I've been working with LCA for almost four years, maybe going on five now. I had a career in advertising that was about 26 years long, and I just transitioned from there to a company that works with people and trying to find innovative ways to kind of help both people and communications. So it's great to see you guys here.

>> TARI HARTMAN SQUIRE: Awesome. Thanks, Jd.

And you met Barbara at the LCA. She did the self-disclosure workshop, how to sharpen your competitive edge by sharpening your disability. So Barbara, could you introduce yourself briefly? Derek's going to un-mute you in a moment. While Derek's un-muting Barbara, Steve, could you introduce yourself briefly?

>> DEREK SHIELDS: I think Bonita's un-muted.

>> BONITA WAHL: I am. Hi, I'm Bonita Wahl from Department of Rehabilitation, I'm here in Sacramento, which is our central office, and I do have prior experience. I used

to teach film at College of Arts and Crafts in the Bay Area.

>> TARI HARTMAN SQUIRE: Awesome. We'll hear back from Bonita in a few minutes. Barbara or Steve, are you guys un-muted?

>> DEREK SHIELDS: Barbara?

>> BARBARA BUTZ: Am I un-muted? Can you hear me?

>> TARI HARTMAN SQUIRE: We can hear you perfectly.

>> BARBARA BUTZ: Fabulous. I've been un-muted, and Derek, we can talk later, but I've lost the visuals also. But this is Barbara Butz, and I'm with PolicyWorks, and we're very pleased to be a part of the LCA 2.0 team. And I have met most of you at an event, and I'll look forward to working with you on some of the ideas we talked about originally at the event, but we want to expand on them and see how you're incorporating some of those thoughts about taking charge of your job search and the discussion with

employers. So we look forward to working with you.

>> TARI HARTMAN SQUIRE: Thank you, Barbara.

>> BARBARA BUTZ: Uh-huh.

>> TARI HARTMAN SQUIRE: Steve, could you introduce yourself?

>> STEVE ALLEN: Yes. This is Steve Allen, I'm with PolicyWorks' LCA 2.0 team, and I, too, am delighted to be here and look forward to this new endeavor with you folks. This is great.

>> TARI HARTMAN SQUIRE: Awesome. So that's the core team that's putting together this LCA online webinar series, and you'll be meeting all of us later on today and in future episodes.

So the objectives of LCA, as you know, is to increase employment of people with disabilities in front of and behind the camera. We do that with our career exploration summits that all of you have attended, and all of you have been selected to be part of this webinar series.

We do co-branded internships and scholarships with CBS News. We just started a partnership with Facebook on their commercial productions, and Tree has already been employed by that. It's a production assistant diversity program, so there will be lots more job opportunities in Los Angeles, and even if it's production itself, may not be your primary interest, it's always really good to get different kinds of experiences across the production spectrum, so that you can refine your career objectives and your dreams, and also meet and network other people in the industry.

We're also developing a mentoring talent pipeline, and so we'll be talking more about this. We want to improve disability portrayal, so that people with disabilities own the narrative, because for too long, non-disabled people have told stories about disability, for disability, and not with people with disabilities. So we're hoping that you in the future will develop different aspects of your careers, whether

it's in front of the camera, behind the camera, writing, producing, music score, video, trailers, video games, whatever it happens to be, we want you to be able to own that narrative.

And then also we make sure that we have captions and audio descriptions on everything that we do, and we encourage all kinds of productions to do that, as well.

We want to thank all of you for completing the surveys. Before we go into the Mentoring Circles, those surveys were really important. Gave us a lot of really good information as we're starting to frame the series. We want you to keep in touch with each other, with the team, with mentors that you met either in Hollywood in February, or the Computer History Museum in May. We want to be able to showcase your work and for you to showcase your work, and for you to network with each other. That could mean developing demo reels, or different aspects to showcase your work.

So thank you very much for coming and participating in this. We, obviously, we're a works in progress, but we believe in you, and we want you to be able to believe in yourself and all of your dreams. We're going to catch them and keep supporting you in your careers.

So I'm going to turn it back over to Derek to explain about the Mentoring Circles.

>> DEREK SHIELDS: Great. Thanks, Tari, for getting us moving in the direction to build upon our LCA career exploration summits and using the survey input to bring themes forward that will support folks.

The National Disability Mentoring Coalition, along with a lot of organizations, leverage mentorship as a key strategy to help individuals with really customized and personalized support services. So as you see on the screen here, we have what a mentoring circle is. So if you're not familiar with it, let me run through that, and then we're going to talk about what we're going to do as a cohort. Mentoring

Circles is a group of individuals who regularly meet with a mentor or group of mentors. And they generally meet once or more a month, and we're going to try to stay on a monthly schedule, but as you'll get the schedule, it will have a couple times two per month. Topics are generated by the group or by the organization's common objective, and as you know, by participating in LCA, that's changing the narrative and increasing opportunities for the disability community in the media sectors.

What's cool about Mentoring Circles is it's not a traditional model where you bring in one more experienced person and you just learn from that individual. In this case, that can happen, but there's also a lot of other mentorship that occurs, and one of them that we really love is peer mentoring. PolicyWorks are national experts in peer mentoring, and what we also saw is the surveys gave us great feedback that you all have stayed in touch with each other. And so one of the best things that LCA does is brings

the community together, and then individuals continue to network after these events. So we want to provide more of that type of platform for direct connection.

And then the last form of mentoring that occurs in the circle is reverse mentoring, where, you know, we can learn from each other as peers, but we can also learn from each other when we're not in the specific, perhaps, functional area, media sectors. So my personal favorite, I guess, is reciprocal mentoring, and that's not just the reverse, but it's where we're both learning from each other at the same time, and, you know, that's Jd, Tari, and Alec Frazier were recognized last January with a national award for running a Mentoring Circle where they were all learning from each other, coming from completely different sectors.

So we know that it's a proven model. We're excited to have it with you all, and wanted to use today to launch the Circle with this orientation.

We have four objectives for the Circles. Provide

content for Summit participants to continue learning, and we have that from the surveys, specifically the types of content that you're seeking in that learning. Tari mentioned those surveys, but seeking career opportunities, how to evaluate pro bono offers, you know, should I do it or shouldn't I. Let's see, here's another one. How to manage projects. Project goals and what those should look like and how to keep on track with those. How to get auditions and, you know, I thought this other one was a great one. Let's learn with each other, but let's create a group project together, too. So hopefully, we can use this platform to find a way to make that happen.

Next, support participants through creating a community for connection and mentorship. That's clear that that's what we're, you know, working on doing with this model. The third one is hosting Spotlight Mentors. We know the on-site pair mentoring that happens, everybody is asked for more of that. And what we also know is that we have

people around the country that meet in one location, and we aren't always able to bring them to you. So we think this is the platform to do it. Yesterday, we met with Xian Horn and Anita Hollander in New York City, and we're going to feature those as Spotlight Mentors. They are in the industry, one of them has worked 30 to 40 years, and the other is newer in their career, but they are going to share and hope to empower you all with their lessons learned and direct engagement.

And then last, assist participants in strategies to discover and access work. And so this is what it's all about. It's work opportunities, pathways to work, and we're going to do that through learning, support, empowering, and then at the end of the day, interviews and work opportunities.

So those are the four key objectives of the Circles, and each meeting we'll be re-enforcing those. When we look to the schedule, we've worked Tari and the core team, along with Bonita (DOR) and her colleagues, have worked the

schedule together. So today we're doing orientation. It's a bit of a test drive, you know, of course, some things didn't work so well. And I own that.

We'll fix that before we get to August 20th. Somehow, just to let you know, somehow Zoom created multiple meeting room numbers off of one meeting request. So we will troubleshoot that and remove that. August 20th, Jd's going to be back, and we'll dig into how to build your portfolio. And part two of his session, Your Living Portfolio. Sorry. September 3rd, Barbara and Steve are going to dig into the details they've worked from curriculum PolicyWorks on Competitive Advantage, and we'll have three or four specific areas that will be chapter two of Barbara's workshop that you'll experience. September 17th, we've invited Tamar Savir from LinkedIn to come back and do Rock Your Profile. She did that for some of you, if you were in the May Silicon Valley session. She'll re-enforce those lessons and build upon them, and if you didn't meet Tamar

in May because you were in the February session in Hollywood, then you'll get the benefit of her content and direct engagement. But this is asking how can I make my LinkedIn profile not just make me look good, but work for me and my career. So we look forward to her.

On September 24th we'll have Judy Heumann coming in from Washington, D.C.

Judy is an international disability rights activist. Worked for the Obama administration at the State Department, and, importantly, helped found the Independent Living Movement back in the '60s. And Judy will bring some of her concepts around reframing the narrative to ensure the authentic disability voice is included. Last, October 15th, Xian Horn and Anita Hollander, I mentioned, are going to be Spotlight Mentors, but they are also going to talk about how in their career they are accessing mentors to fuel opportunities and how they also give back as mentors.

And importantly, if you come through the six

sessions, then we'll have a certification for participation in the LCA California Mentoring Circle. So that's the schedule ahead. We have some expectations. Getting a little feedback. If everybody could mute their line before I continue, to ensure that everyone can hear. Thank you. That was helpful.

So we have some expectations. And we'll talk about how you can do this. One of them, as I continue, can somebody -- Tari, can you hear me okay?

>> TARI HARTMAN SQUIRE: Yes, I can hear you perfectly.

>> DEREK SHIELDS: Okay. Just want to make sure, because it got so quiet. The expectations are listed on the slide. I'll run through them. They are relatively straightforward, and it's accessing content in advance of Circle Meetings. So every time we have one of these meetings, moving forward, there will be a video and supportive learning curriculum that's provided by our guest

Spotlight Mentor.

So we'll ask you to access that ten days in advance, up to the day before. That way you can digest the content and submit questions for those Mentors that would be useful to you around their Spotlight themes. Then, of course, we want you to attend and participate in the Circle Meetings. We will use Zoom. It is a very accessible platform, so long as you have the right meeting number. So you'll have to fix that. You like that, Barbara? Good.

And then at the end of each session, we'll have suggested homework items. And I don't know if these are really -- it isn't your classic "homework." What we want you to do is try things out that will assist you in your career. So we're going to provide three or four ideas, and some of them will be fairly easy tactics, others will take up a little bit more time. But we want you to try them out, and then we want to get your feedback. Almost all of them will help you

either showcase your skills or access new skills. And we know that when you do that, you get interviews, because you told us that. I was astounded by the number of LCA Summit participants that responded to the survey and accessed interviews since we met. So we know the model works. We just want to keep doing this at a higher rate and getting you new ideas and new ways to develop skills.

>> TARI HARTMAN SQUIRE: Derek, you're breaking up, and now you're frozen.

>> DEREK SHIELDS: How's that?

>> I can hear him fine.

>> DAVID: I can hear no problem.

>> DEREK SHIELDS: Thank you, David. I live pretty close to the National Security Agency, and they might be monitoring what we're talking about.

>> TARI HARTMAN SQUIRE: They should submit their picture and resume.

>> DEREK SHIELDS: There you go. And then the last

one is providing feedback on the Circle Meetings. Clearly, had a negative experience getting in. We need to know that. We need to know what you like, what you dislike about the platform and about the content. So we'll be asking you to keep us posted so we could evolve that moving forward.

I mentioned Zoom. We'll be using Zoom. This slide has five bullets about Zoom. CART will be available, and thanks to Ashly, who's providing that through a separate link today. In the future, it will be directly embedded on the screen. Instructions will be provided. We'll clarify those instructions and send them out for the future. With Mentoring Circle meetings, if you can't connect via internet, you can use a telephone, and these will be recorded and archived in LCA Online. We understand life comes along and you might not be able to make a meeting, but you can still get the content, and we'll help you do that. LCA Online is a new community tool that we have, and we have a couple slides now. I'll turn it over to Jd Michaels, who's the

engineer behind that. And he's going to explain what that's all about. Jd?

>> JD MICHAELS: All right, thanks. So LCA Online is an extension of the LCA event that you were able to attend. The idea is that one day is great and you get a lot, but in the digital age, it would be great if you could connect with us more often, and really great if when you connect with us, we're able to respond to you and really give you kind of, I don't know, the sort of help that really helps you go from just getting advice in one place, to getting real instruction and something to help you get a job later.

So LCA Online is our new digital home. It's a custom resource and communication hub for everybody that's been to an LCA event, that were invited. Now what we mean by "resource," is all of the lessons that you're going to see from this seminar are going to be archived there. You can go 24 hours a day, seven days a week, and then the communication is that we're going to have ways for

you to not only communicate with us, but with each other. So again, this extends your LCA membership to be part of not just where you are, if you're in Hollywood, or if you're in Silicon Valley, that you'll be able to connect with people from New York, you'll be able to connect with people who have been in LCA from Chicago, and start to form kind of a community of people that really will help with the networking and the advice that you're learning about, particularly from Derek.

LCA Online delivers custom learning, and what we mean by that is you know days get busy, do some things, not another, this allows you to be able to come into the situation of seeing something, take your time, look at it how many times you want and come back to us and allow us to kind of work with you one-on-one.

What we want is for you to be able to not just take a piece of advice and write it down, but to practice over and over and turn it into something that really does improve your

career. Gives you a better resume, gives you a better way of interviewing, gives you better social kind of confidence. And once you get that, that's the stuff that really makes a difference about getting your career forward and moving yourself forward. That's what we're looking at.

So the last thing is the gallery. As you move forward, you're going to make good stuff. You're going to make your -- your resumes better, your work is going to be cleaner. We're going to teach you better ways to present it, and you'll be able to use this gallery to present that. So if you're in California, people in New York will be able to see what you're doing. People in other places will be able to see it. Hopefully, even potential employers will be able to see that and go on and look at that as part of your -- your career resume. So we're very proud to offer LCA as a place for you to gather, for you to communicate, and for you to learn. And we're proud to be a part of it.

>> DEREK SHIELDS: Thank you, Jd. That's great.

We're looking forward to having the content there. You know, one of the things we've committed to, just so we kind of say when it's available for you as a Mentoring Circle participant is the next session will be our Spotlight Mentor, Jd Michaels, on August 20th. And we're excited for his content, because he's always lively and creative and innovative. And that will impact your portfolio, of course, but we need the content available to you ten days or so in advance. So around the 10th or 12th, we're looking at having that curriculum available and the first iteration of LCA Online, so we'll be sending that content out to you, and you'll be able to see that community and access the content.

One of the things we also wanted to do today, though, was part of our orientation was to use the platform to show you how we're going to deliver content. So this is just a bit of a follow-up to our workshop. So we wanted to know since the workshop how your networking activity was

going, and we know that about 75% of you, on average, network with each other after a Summit, which is really outstanding, because what we want to do is build connections that nurture each other, not just us getting nurtured by you and vice versa, and it's working. But what we wanted to hear was actually from you today. Is there something that's gone well or something that you want feedback on? So this will also allow you to test. So if you are a participant at an LCA Summit, and you're willing to share, please, you know, un-mute yourself, or you could hit me up on chat and I can un-mute you. We want to hear a story from you about what's working well or if you've had a challenge and are looking for a suggestion.

So what I can also do, and this is cool about being in charge of the Mentoring Circle, is I can call on you, and then you're like, oh, no, I got to actually participate. But Mentoring Circles don't work unless we all share and engage. So, you know, I happen to recall talking with a

couple of you at events, and so, you know, I could do the Mentoring Circle roulette and call on somebody, or you could come forward and share without that happening. I see a couple of you smirking or smiling. I'm not sure what that is.

All right, so I'm going to do it. I'm trying to. It's not un-muting.

>> TARI HARTMAN SQUIRE: Be bold. This is a safe place.

>> DEREK SHIELDS: David, you did it.

>> DAVID: A message just popped up on my end, so I gave it permission to un-mute.

>> DEREK SHIELDS: Yeah. So David, I wanted to ask you, since the Summit, or just in your networking activities in general, what's something that's working well for you or -- and if you have something else, what's something that's been a challenge? Would you share with us, please?

>> DAVID: Oh, about networking? I haven't done much

on networking, because I've been busy with other career opportunities that I've had, but I will say I am currently an intern at Access Sacramento, so -- so can you please repeat that second part of your question? I feel like I'm not answering it.

>> DEREK SHIELDS: You're good. Thanks for the update on your internship. That's awesome. And at that internship, when you're connecting with colleagues or some of the customers coming through, any communications that you're having, and are you talking about any of your career objectives?

>> DAVID: Well, I -- I have -- I had a -- well, I have gotten a chance to get to know a few people that were a part of the studio training that meets every Saturday. But I haven't had an objective about the TV show. It's actually my first time working with television, so I'm giving it a try right now, and then -- but I might come up with something later. Right now I do have other things related to my career going

on that I am working on.

>> DEREK SHIELDS: Thanks, David, for sharing with us and giving us updates on where you're at and some of your successes. That's great.

So I'm going to ask one more participant to share. Jade, would you be willing to provide an update on your your networking activities are going?

>> JADE: Sure, yeah. So successes, I just got recently hired on to a haunted house, so that's kind of my summer job now. So that's pretty great. And I found that on Craigslist. And I just went to Wichita, Kansas, for a comedy festival, and I got to meet the organizer, she's really interested in maybe doing a festival and wanted to work with me and maybe try and organize that. So it's kind of neat to have connections in another state. I do know a lot of people and a lot of comics in the Bay, but not so many comics outside of California. So that was a pretty enlightening experience.

As far as challenges, I also had a few challenges. I had written a comedy sketch, like a script, for a friend of mine, and we were maybe going to film it, and I sent it to him, and then 20 minutes after I sent it to him, he got in trouble for embezzlement, so I feel a little awkward about working with him, because it's kind of, like, a weird reputation thing. But I don't know how to balance the art with the reputation. So that's kind of weird. And also, a buddy of mine just posted a show, he opened up for Josh Blue, who's a pretty well-known comedian, and I got to go to the show, because I'm a regular at the club, but then when I met Josh Blue, I wanted to maybe express interest in working with him or collaborating or even just getting to know him, and I gave him my card and tried to send him some of my stuff, and I told him I really liked his stuff, but there was kind of a bit of a disconnect. So it felt like he really wasn't interested in me at all. Seemed like he thought I was just a fan, but I was trying to convey I was also a

professional who was interested in working with him. So maybe that was a little bit hard for me, because it felt a little bit disingenuous.

>> DEREK SHIELDS: Thanks for sharing both of those. Those are both useful examples of how things are working well in a unique way, your connections in other states may be developing some new opportunities in a way you hadn't thought of, and here you have an opportunity that seemed like might have been a little easier, but you're being labeled as a fan more than colleague.

>> JADE: Well, it was kind of funny, because the woman with him, I don't know if she was his girlfriend or what, but when I approached him, she was like, oh, do you want to take a picture? I was like, wait, hold on, back up. I haven't even approached him yet. And the guy who was hosting the show, he's booked me for a headliner positions and things, so I was hoping he would maybe put in a good word and pull me in, but maybe I wasn't explicit enough --

>> TARI HARTMAN SQUIRE: Jade, this is Tari. We can talk about that offline and we can help you do that, and also when we have Anita Hollander and Xian Horn on the last session, you may want to share that with them, because they have that kind of experience where people have approached them. I don't think they view people as fans. They view them as potential colleagues, but they might have some insights. So we can deal with that offline.

>> DEREK SHIELDS: Yeah. And the other thing that you can do at any time if you're on Facebook is go to the LCA Community. We have a lot of people at different points in their careers in that community, and, you know, so we have LCA Online, but you also have the Facebook page, and you can ask there and guarantee you will get two or three answers from other people around the country from their perspective. And, you know, they might inform what you choose to do.

So thank you both, to David and Jade, for sharing,

and also practicing how we connect on the platform - because it's important. We want more participation than just the Spotlight Mentors. I also wanted to bring you some new resources today. So I'm always out there looking at networking tips and ideas, and I found a couple. We'll send this through a follow-up, so you get the recording and it will be shared online, but we'll also just send these links directly to you.

So there's three main points, but in this article on Forbes, there's tips, and two are really important. When you network, if you go in with too much of your personal agenda, people in the room are going to know it's all about that person.

And as we've talked about, networking is a two-way street. So this Forbes author really suggests when you go into a room, let's say you go into a networking event, you have to put your personal agenda aside for a little while and be authentic and genuine about learning about other

people. And doing this you also connect to the idea that everyone in the room is important, because they may or may not help you, but you go in there to learn about them. So there's two of the eight tips, but we'll give you the journal article.

And then this other one, seven tips for effective networking, know how others can help you. And I think this is really critical. So when we talk about what's going well or not well, part of the reason why folks can help you is because you know what you want and how to ask what you want. So if we're not exactly clear about what we want to do next in our career, it's awfully hard to have someone in the network help. So really think about that and practice that. And if you need feedback, again, hit me up. You can email me or hit me up on LinkedIn and I'll reach out to the rest of the team and get their ideas, too. But figure out what your ask is when it's going into networking. Okay?

So those are a couple resources. And then the last

one, Using LinkedIn to Network. I just wanted to reiterate this. Making sure you optimize your profile. I've gone out and looked at folks who went through the Rock Your Profile training and they haven't done anything to their LinkedIn page and I see they are active on LinkedIn, meaning they are liking stuff. So if you're going to be there, make sure you're giving yourself your best profile possible.

Also, connecting with the right people. So you could connect with a lot of folks, but are they going to help you in your career, as well? So looking for others that are in your field and potentially thought leaders. Like this is who I want to be when I'm successful, or I want to learn from somebody in a field that I'm trying to get into. And also follow those companies. Remember, on LinkedIn, they are watching for people that are engaged in their brand. So let's say you wanted to work for Sony. Well, you want to follow Sony on LinkedIn, because they are going to know who's following Sony or who's not following Sony.

And then when you do reach out to make a connection, customize it. Tell your story. Make sure it's personal and represent who you are in that. Remember, we all get a lot of LinkedIn requests, but the ones that are customized get a much higher response rate. And then engage in newsfeeds. If you're just liking something out there, people don't know who you are. But really get into the conversation on someone's post and then that will lead to an opportunity to potentially meet them in person one day.

So we'll send out these networking tips as follow-up content, but we wanted to bring some today to show you how guest speakers are also going to use the platform.

The homework assignments, as we said, will come out each time. And this example we have returning to the -- whoops, sorry, returning to the Networking Guide and other resources, and trying three networking activities. Potentially, networking with three new contacts to expand your network and make an ask. How can I help you, and I need your help

in this part of my career development. Describe two to three new skills that you would like. And then figure out a pathway to get those skills. Remember, if you have a skill posted on LinkedIn, that's what employers are looking for. So if you want a job and you don't have that skill listed there, how can you access it? So that's the challenge here. In between now and the end of the month, how can you access a new skill and get it added to your resume and profile so then you can move forward with that in your experience list.

And then last, if you have a mentor, when was the last time you reached out and connected? And if you haven't done that with somebody, why don't you try? So if you have the other things in line and you're not sure what to do, then our recommendation is to reach out to an individual who could help you and potentially that's a mentor or somebody that might be like a mentor and you could have a conversation and get feedback from them on your career work.

So that's my content on networking. I'm going to send content out through Tari's follow-up for that, that will help for the homework assignment, and also looking at those other resources. We went through the agenda for the other Circle Meetings. Next one will be on August 20th around the 10th or 12th, we'll get some content out in advance, and I probably will actually send out a test Zoom meeting in between now and the 20th, which will be about 30 minutes. Everyone can pop in, see what's going on, make sure it was easier for you, and that will give us more confidence on the 20th.

With that, we have some contact information here. And I think, Tari, do you want to build a bridge here, Tari, from our content and hand it over to Bonita?

>> TARI HARTMAN SQUIRE: Sure. So we want you to know we're here with you, we built a community. You're a very important part of that. We learn from you, and the surveys were great, the post-event surveys, those who filled

out what worked, didn't work, what you want, what you need, and we can only build this as well as you provide us the feedback, because it's you who we are focused on, so we want to remove all the headwinds as much as we possibly can so you can explore and develop your career, chosen career, and your dream careers, because we believe in you and we want to make sure you have all the tools that you need and want. And also access each other.

So here's our contact information. We're going to also add Emma, who is our assistant in all of this, holding all the glue together. She's the one that works with you and requirements that you need, and so we'll be adding Emma. And there's a picture of the team from the LCA we had at CBS two years ago.

And a very important member of our team is the CA Department of Rehab, so we want to introduce you again to Bonita. Bonita's a Business Specialist, you heard that she was a former film instructor, and so she's an excellent

member of our team, and the Department of Rehab and LCA are partnering and really want you to be able to develop the careers that you want. Not that other people think you should do. Not what you've been told you can't do. We believe in you, and so with the Department of Rehab and LCA team, we're going to be your tailwinds, so to speak. So Bonita, can you explain a little bit about, from your perspective, on DOR, and thank you for being our partner.

>> BONITA WAHL: Sure. Happy to do it. You know, you may not be familiar with what DOR does, so I just wanted to let you know that, first of all, that I can't move the slide forward, so maybe you'll do that for me. Just a couple of slides just to show you that when you do get services from DOR, you have a whole team working for you, and those people expect to be contacted and expect to help you out. So just a list here of things that you can expect to get, but stay in touch by phone and email if you are part of the

DOR -- VR DOR experience, because you kind of want to get what you can out of it. So let's go to the next slide, because I want them to see that not only you start with a plan that is for now, but also for long term.

So what you want to know is that you're in a job that you may settle for now, but you should expect your VR team to help you plan your career development. And they are there for you to do that, so they can partner you with colleges, with apprenticeships, with internships.

They can help you get that training by paying for it. They can help you get reasonable accommodation, how to talk about it, and how to get it, how to pay for accessible technology. And so what you want to do is to stay in touch, because that's a network, too, and you want to use that network if you have any questions about how to use the network or if you haven't been really properly informed, if you've ever been at DOR, I would really be happy to answer your questions, because I want you to have the full

experience, and I think most of the time people are amazed at what they can ask for and what they can get. So then the final slide is that you're going to -- you can ask for work experience. You can ask for -- to make progress in your career and to get that work experience,

I'm sorry, I have one more slide after this. And there are priority hiring programs for people with disabilities, and those, too, there are actually jobs within those priority hiring programs. Most of those are in government, so you have to be willing, but you can talk to me about that, as well.

So then, again, now I'm at the final slide, which is about find a mentor. And not just in the film community, in the entertainment community, whatever, but you can sometimes get that by choosing a company that you might like to work for, and we can help you do that. And you volunteer there for a time and get our support and sponsorship from DOR. You can join a service organization or professional organization, and again, if you have support

from a larger organization like DOR, we're the largest in the country, it can help you get into those opportunities. So use DOR as one of your networking partners. And then finally, I didn't plan this in advance, but this is a mentoring circle, and so once you find a mentor, then you find someone else to mentor. That's how we work.

So that's my final statement on the whole thing, and do email me. I guess Tari can send you that email address. If you have any questions about what DOR could do for you.

>> TARI HARTMAN SQUIRE: Thanks, Bonita.

This is a partnership, so we're all working together for you to help you develop to identify what your goals are, what your passions are, what the opportunities are out there, and all of these tools together will help you get to where you want to go. And even in the process, if you find something you don't like to do, that's helpful, as well.

So we'll be in constant contact with you in offering opportunities like the production assistant, those of you who

are in L.A., and we're looking at other opportunities, as well.

So let's turn it back over to Derek. To close.

>> DEREK SHIELDS: Thanks, Bonita, and thanks, Tari.

This is, obviously, our first meeting, and we're excited that you were able to join us today. We'll be providing a recording of the link, once that's produced and captioned, so you can revisit this in the future, and we'll also share it with the other Mentoring Circle participants that were unable to join us today.

Again, we'll have five more Circle meetings. The next will occur on August 20th. In the meantime, please connect, obviously, with Tari or any of us on the team and we'll be glad to support you in your networking and career adventures. Until then, thanks for joining and we'll connect on August 20th. Take care.

>> TARI HARTMAN SQUIRE: Thanks, everybody. Bye.

>> Bye.

>> Bye.

>> Bye.