

California Department of Housing and Community Development
Disability Advisory Committee (DAC)
2020 - 2022

Workforce Diversity						
Demographics	Initiative/Action	Outcomes	Performance Measures	Strategic Alignment	Due Date	Implementation Date
Disability Survey	Promote Disability Survey to Reasonable Accommodation recipients; New HCD Employees; NDEAM Event	Accurate workforce demographic data; HCD representation is consistent with California labor force and population demographics	HCD workforce; PWD greater than 10%	Diverse, Learning Organization	2020	
HCD Culture						
Organizational Commitment	Initiative/Action	Outcomes	Performance Measures	Strategic Alignment	Due Date	Implementation Date
Awareness Speaker Series	Develop Disability Speaker Series	Improve awareness of Persons with Disabilities	One speaker per quarter	Diverse, Learning Organization		2020
Annual Disability Awareness Celebration	National Disability Employment Awareness Month (NDEAM) event during month of October	1 guest speaker; Did You Know? throughout the month; promote Disability Survey				Oct. 2020
Communication Plan						
Internal Communication	Initiative/Action	Outcomes	Performance Measures	Strategic Alignment	Due Date	Implementation Date
DAC SharePoint Page	Post DAC meeting Agenda, Meeting Notes/Action Items	Create awareness, understanding, and transparency of the importance of DAC work	100% meeting content uploaded	Diverse, Learning Organization	Ongoing	
External Communication	Initiative/Action	Outcomes	Performance Measures	Strategic Alignment	Due Date	Implementation Date
HCD Website	Post DAC Agenda, meeting notes/action items to HCD per Bagley - Keen	Create awareness, understanding, and transparency of the importance of DAC work	100% meeting content uploaded			