



SWDB Disability Access Committee

Date: 04/14/2026

Location: TEAMS

Minutes

Disability Access Committee

April 14, 2026
9:30 am – 10:30 am
TEAMS

ATTENDEES:

Brandy McOmber, Chair
Alex Watters
Brian Dennis
Brian Warner
Hugh Kelly
Jeremy Ritchie
Jesse Dougherty
Lin Nibbelink
Linda Rouse
Miranda Swafford
Sara Bath
Stacy Cervenka

ABSENT:

Josh Cobbs
Kelli Hugo
Keri Osterhaus
Margee Woywood
Shayla Stater

- 1) Call to Order.
- 2) Meeting agenda for April 14, 2026, approved by members.
- 3) Meeting Minutes for January 14, 2026, Disability Access Committee meeting approved by members.
- 4) Discussions.
 - a) New members updates: Welcome to Alex Watters, Hugh Kelly and Lin Nibbelink.
 - b) State level documents / guidance.

- i) Sarah explained the history of the WINTAC initiative, noting it helped local areas assess their level of collaboration across a continuum. The initiative had positive outcomes in improving collaboration among partners and boards. Sarah contacted Doug to explore restarting it as a pilot due to new staff, new boards, and a need for renewed guidance.
 - ii) Discussion on outdated documents on the website. Agreement that the team should review what exists before the WINTAC team analyzes them. Plan: Brandy will send out the link. At the next meeting, the group will identify what needs updating or removing.
- c) One-pager for recruitment of businesses to regional DACs
 - i) Request from local DACs for a one-page recruitment tool to present to potential business members. Historically, employer retention in DACs has been a challenge. Businesses may attend initially but don't remain engaged. The group emphasized the need to add value for employers and match messaging to their priorities. Brian stressed reframing services to highlight how Workforce/VR supports employers' business needs.
 - ii) Miranda noted her region's work includes creating committee one-pagers; she can share them when available (expected by July 1). Plan: Explore creating a statewide one-pager after reviewing Miranda's materials.
- d) Employer Engagement and Focus Group
 - i) Discussion expanded to understanding employer needs more holistically.
 - ii) Suggestion to conduct focus groups or surveys to gather input from employers, job seekers, service providers with the purpose to identify common themes and create meaningful, data-informed changes.
 - iii) Idea for implementation included virtual focus groups for effectiveness and cost-efficiency. Surveys could complement focus groups for broader reach. Sessions could be attached to existing board meetings for higher attendance.
 - iv) Will start with a pilot in the areas represented on the call before expanding statewide. Sarah and Brian volunteered to draft focus group approach/questions and present at next meeting.
- e) Begin preparations for NDEAM October 2026
 - i) Sarah raised the need to begin early planning. Interest in continuing statewide activities, including webinars and business awards. Webinars had 30–50 attendees - strong turnout for year one. Agreement to continue webinars at least one more year to build momentum.
 - ii) Ideas included brown-bag sessions or employer panels.
 - iii) Amy Markham, Brian Dennis, and Stacy would help Sarah. Jesse will support as needed.
 - iv) Sarah will schedule planning meetings soon.
- f) Digital accessibility

- i) New accessibility standards required effective April 24. IWD is updating all public-facing, essential documents. Older archived documents will remain but labeled as pre-rule. New documents and all updates must meet accessibility standards.
- ii) Internal guidelines and checklists have been developed.
- iii) Suggestion: municipal governments are struggling with updates—opportunity for Workforce/VR to support local partners.

5) Next Steps.

- a) Brandy will share the website link for review. Group will identify needed changes at next meeting.
- b) Sarah and Brian will bring a draft focus group proposal.
- c) Miranda will share her region's one-pager examples when available.
- d) Sarah will convene the NDEAM planning team.

6) Adjourn.

Equal opportunity employer/program. Accommodations are available upon request: workforce.iowa.gov/accessibility