

00;00;05;21 – 00;00;08;04  
Hey and welcome to PCTY Talks.

00;00;08;18 – 00;00;10;26  
I'm your host, Shari Simpson.

00;00;10;26 – 00;00;14;05  
During our time together,  
we'll stay close to the news and info

00;00;14;05 – 00;00;18;26  
you need to succeed as an HR pro  
and together we'll explore topics

00;00;18;26 – 00;00;23;27  
around our thought, leadership, compliance  
and real life situations we.

00;00;23;27 – 00;00;26;15  
Face every day.

00;00;28;07 – 00;00;30;22  
Joining me on the podcast  
today is Joe Xavier.

00;00;30;22 – 00;00;34;29  
He is the director of the California  
Department of Rehabilitation.

00;00;35;00 – 00;00;37;13  
Joe, thanks so much  
for taking a few minutes to chat with me.

00;00;37;14 – 00;00;39;15  
Good to be here.  
Good to be part of the conversation.

00;00;39;25 – 00;00;42;20  
So those who are not familiar  
with the California

00;00;42;20 – 00;00;44;22  
Department of Rehabilitation or DOR.

00;00;45;03 – 00;00;47;02  
What does your organization focus on?

00;00;47;02 – 00;00;50;24  
So the California Department  
of Rehabilitation provides the programing

00;00;50;24 - 00;00;54;02  
and the services that enables individuals  
with all disabilities

00;00;54;19 - 00;00;58;18  
to get a job, to keep a job,  
or to advance in employment.

00;00;59;01 - 00;01;02;01  
And we literally mean any service  
the individual needs.

00;01;02;01 - 00;01;05;29  
It could be pursuit of a credential  
or seeking to becoming an attorney

00;01;06;12 - 00;01;07;15  
could be an apprenticeship.

00;01;07;15 - 00;01;11;00  
It could be straight into the workforce  
and then supporting the progression

00;01;11;17 - 00;01;13;22  
of opportunity within the workforce.

00;01;13;22 - 00;01;15;22  
So in my case, I'm blind.

00;01;15;22 - 00;01;17;13  
So when I came to the department,

00;01;17;13 - 00;01;19;26  
they taught me  
how to use the assistive technology,

00;01;19;26 - 00;01;23;20  
how to navigate my environment,  
and learn the skills that I needed

00;01;23;20 - 00;01;27;09  
to be independent  
and productive in today's workforce.

00;01;27;19 - 00;01;30;08  
What an exciting organization to work for.

00;01;30;08 - 00;01;33;23  
I bet you've got to meet an amazing amount

of people in your time there.

00;01;34;02 - 00;01;35;15  
Absolutely. The case.

00;01;35;15 - 00;01;38;12  
We have about 2000 staff  
around the state of California.

00;01;38;26 - 00;01;41;15  
We serve about 100,000 individuals  
every day.

00;01;41;26 - 00;01;45;22  
We also provide support  
and programing for people

00;01;45;22 - 00;01;49;16  
to live in their community of choice  
with purpose and dignity.

00;01;49;16 - 00;01;52;17  
So I get to meet all kinds of wonderful,

00;01;52;17 - 00;01;55;09  
wonderful,  
exciting people with amazing talent.

00;01;55;26 - 00;01;56;28  
That's so cool.

00;01;56;28 - 00;01;57;29  
You know, one of the reasons

00;01;57;29 - 00;02;01;05  
we wanted to talk to you  
today is you actually announced something

00;02;01;05 - 00;02;05;04  
really exciting here at this SHRM  
inclusion conference.

00;02;05;04 - 00;02;07;09  
And I'd like you to share a little bit  
about that announcement.

00;02;07;22 - 00;02;08;22  
Yeah, I'm glad to.

00;02;08;22 - 00;02;11;01

It is a very exciting announcement for us.

00;02;11;19 – 00;02;15;19

So the state of California,  
through the Department of Rehabilitation,

00;02;15;19 – 00;02;19;15

is entered into a partnership  
with SHRM here in California.

00;02;20;04 – 00;02;24;04

What we want to do  
is really support the training

00;02;24;04 – 00;02;27;24

and the education,  
providing the tools to the HR Professional

00;02;28;10 – 00;02;31;14

so that they in their respective  
workplaces

00;02;31;28 – 00;02;36;23

will have the tools  
and the things they need to then

00;02;36;23 – 00;02;40;22

bring individuals with disabilities  
into the workforce to really create

00;02;41;04 – 00;02;44;19

that representative workforce  
of California,

00;02;44;19 – 00;02;48;16

to gain access to the market,  
to bring amazing talent.

00;02;49;06 – 00;02;53;21

And will we have that totally diverse  
and inclusive workplace.

00;02;54;08 – 00;02;58;06

You know, our organization  
recently added accessibility

00;02;58;06 – 00;03;02;02

to our DEI initiative,  
so now we call it DEIA.

00;03;02;26 – 00;03;05;27

Do you think that this partnership  
that you'll have with SHRM now will help

00;03;05;27 – 00;03;10;01

more organizations add those designations  
to their DEI initiatives?

00;03;10;03 – 00;03;10;25

I do.

00;03;10;25 – 00;03;13;05

I think I think of this partnership.

00;03;13;05 – 00;03;15;16

I think of this opportunity  
that we have before us

00;03;16;02 – 00;03;18;06

brings disability to the conversation.

00;03;18;22 – 00;03;22;08

And when we include disability  
in the conversation, we normalize it.

00;03;22;16 – 00;03;25;26

And then it becomes  
a woven piece of the fabric.

00;03;26;09 – 00;03;28;00

And then we start talking about it

00;03;28;00 – 00;03;31;19

in a way that is both inclusive,  
that is welcoming.

00;03;32;00 – 00;03;35;18

So, yes, disability accessibility becomes

00;03;35;18 – 00;03;38;27

part of the mainstream  
conversation of DEI.

00;03;39;11 – 00;03;40;11

Well, Joe,

00;03;40;11 – 00;03;43;06

this is so exciting to just sit down  
for just a couple of minutes and hear

00;03;43;06 – 00;03;46;15  
about this, and we'll include a link  
to the press release in the show notes.

00;03;46;15 – 00;03;50;04  
So if you want to know  
a little bit more about Joe and the DOR

00;03;50;04 – 00;03;52;27  
and the exciting things that they're doing  
with SHRM this year and Foundation,

00;03;53;05 – 00;03;54;24  
make sure to check out that press release.

00;03;54;24 – 00;03;56;26  
Joe, thanks again  
for a few minutes of your time.

00;03;56;26 – 00;03;58;13  
Thank you. Good to be here with you today.

00;03;59;25 – 00;04;00;26  
This podcast

00;04;00;26 – 00;04;04;23  
is brought to you by PCTY,  
a leading HCM provider

00;04;04;23 – 00;04;06;25  
that frees you from the tasks of today

00;04;07;04 – 00;04;09;19  
so you can focus more  
on the promise of tomorrow.

00;04;10;03 – 00;04;13;22  
If you'd like to submit a topic  
or appear as a guest on a future episode,

00;04;14;03 – 00;04;19;10  
email us at [pctytalks@paylocity.com](mailto:pctytalks@paylocity.com)