



State of Illinois
Illinois Department of Human Rights
Illinois Department of Human Services



2025

INTERAGENCY COMMITTEE ON
EMPLOYEES WITH DISABILITIES
ANNUAL REPORT



Letter from the Co-Chairs

April 2025

TO: HONORABLE JB PRITZKER, GOVERNOR
ILLINOIS STATE GENERAL ASSEMBLY

It is our pleasure to submit the Annual Report of the Illinois Interagency Committee on Employees with Disabilities (ICED) for Calendar Year 2025. We are honored to serve alongside such dedicated members of the Committee.

This year marked several significant accomplishments for ICED. Notably, one of the Committee's proposed initiatives was selected by the Governor's Office of the Academy of Leadership (G.O.A.L.), an achievement that reflects the strength and impact of our work. In addition, ICED partnered with the Great Lakes ADA Center to host a statewide Educational Summit for ADA Coordinators and Equal Opportunity Officers, providing a valuable forum for collaboration and learning about Reasonable Accommodations and the Interactive Process.

We were also proud to continue our Educational Speaker Series, featuring subject matter experts from the disability community. Committee members gained valuable insights, practical strategies, and best practices designed to enhance accessibility, promote inclusion, and expand opportunities for individuals with disabilities.

The mission of the Interagency Committee on Employees with Disabilities (ICED) is:

1. To provide a forum where problems of general concern to State employees with disabilities can be raised and methods of their resolution can be suggested to the appropriate State agencies;
2. To promote a clearinghouse of information for State employees with disabilities by working with those agencies to develop and retain such information;
3. To provide affirmative action efforts pertaining to the employment of persons with disabilities by State agencies; and
4. To recommend, where appropriate, means of strengthening the affirmative action programs for employees with disabilities in State agencies.

This Annual Report documents the Committee's accomplishments throughout the calendar year including working with the State Legislature to ensure laws and policies create equitable opportunities and support for persons with a disability while also removing discriminatory practices and barriers. One of the highlights of the work of the Committee is hosting the Annual Awards and Recognition Celebration in honor of individuals and agencies around the state that promote access and opportunities for people with disabilities. The Committee's objectives are accomplished through the volunteer efforts of members and in cooperation with other state agencies. We are grateful to all those who have worked diligently to enhance interagency collaboration and those who have assisted the Committee in its endeavors to advance the rights of people with disabilities in the State of Illinois.



James L. Bennett
Director
Illinois Department of Human Rights



Dulce M. Quintero
Secretary
Illinois Department of Human Services

Table of Contents

ICED History	5
ICED Members	6
2025 ICED Highlights	9
2025 ICED Annual Awards	10
ICED Goals for 2026	13
Appendix A: Monitoring Employment of People with Disabilities.....	14
Appendix B: Department of Central Management Services Workforce Success Program for Individuals with Disabilities (WSPID)	15

ICED History

The Interagency Committee on Employees with Disabilities was created in 1974 by Section 19(a) of the state Personnel Code and was originally composed of five state agencies and four employees with disabilities appointed by the Governor. In 2015, legislation (P.A. 99-0314) was enacted to move the Committee to Section 2-106 of the Illinois Human Rights Act and expand its membership. Currently, the Committee's membership consists of the State Constitutional Officers, six state agencies under the Governor, and seven state employees with disabilities appointed by the Governor.

Co-Chairpersons: Director of the Department of Human Rights and the Secretary of the Department of Human Services.

Other Statutory Agency Members: Directors of the Department of Veteran's Affairs, the Department of Central Management Services, the Illinois Council on Developmental Disabilities, and the Chairperson of the Civil Service Commission.

Constitutional Officer Members: The Lieutenant Governor, the Attorney General, the State Comptroller, the Secretary of State, and the State Treasurer.

Employee Members Appointed by the Governor: Glen Minks, Nathan Painter, Rahnee Patrick, and Xavier Potts. We currently have three vacancies.

ICED Members

James L. Bennett, Director, **Department of Human Rights, Co-Chairperson**

Donna M. Hardy, *Designee*

Dulce Quintero, Secretary, **Illinois Department of Human Services, Co-Chairperson**

Steven J. Dennis, *Designee*

Members:

Attorney General, Kwame Raoul

Judith Levitan, *Designee*

Lieutenant Governor, Juliana Stratton

Eryn Jones, *Designee*

Secretary of State, Alexi Giannoulias

William Bogdan, *Designee*

State Comptroller, Susana A. Mendoza

Kevin Derrig, *Designee*

State Treasurer, Michael Frerichs

Rosemary Laudani, *Designee*

Stephanie Kanter, *Participant*

Abraham Lincoln Presidential Library & Museum

Mark Mahoney, *Participant*

Central Management Services

Raven A. Devaughn, *Director*

Patricia Santoyo-Marin, *Designee*

Chris Bond, *Participant*

Glen Minks, *Employee Member**

Daniel Lanterman, *Participant*

Teresita Gonzalez, *Participant*

Civil Service Commission

Teresa Smith, *Chairperson*

Alexandra Myers, *Designee*

Illinois Council on Developmental Disabilities

Kimberly Mercer-Schleider, *Director*

Mariel Hamer Sinclair, *Designee*

Gary Arnold, *Participant*

Illinois State Board of Education

Michael Keeney, *Participant*

Illinois Department of Human Rights

James L. Bennett, *Co-Chair*

Donna Hardy, *Designee*

Chet Pinski, *Participant*

Bryant Dunbar, *Participant*

Betsy Buttell, *Participant*

Dr. Chris Smith, *Participant*

Marcio Mendoza, *Participant*

Celeste Sanchez, *Participant*

Xavier Potts, *Employee Member**

Illinois Department of Human Services

Dulce Quintero, *Co-Chair*

Steven J. Dennis, *Designee*

Nathan Painter, *Employee Member**

Rahnee Patrick, *Employee Member**

Caronina Grimble, *Participant*

Casey Burke, *Participant*

Kerry Obrist, *Participant*

ICED Members

Illinois Department of Innovation and Technology (DoIT)

Vickie Simpson, *Participant*

Mike Scott, *Participant*

Governor's Office of Equity

Alici McNeal, *Participant*

Illinois Department of Veteran Affairs

Terry Prince, *Director*

Matt Eddington, *Designee*

Candice Rudd, *Participant*

*Governor Appointed Member

Recruitment of New Members:

ICED has three vacancies. We are proud of the current State of Illinois Employees who volunteer their time and talents. If anyone would like to serve, please visit iced.illinois.gov/about-iced/committee-members to learn more.

2025 Highlights

Selected for Governor's Office Academy of Leadership (G.O.A.L.) Service Project

The Interagency Committee on Employees with Disabilities (ICED) was honored to have one of its initiatives selected by the Governor's Office Academy of Leadership (G.O.A.L.). This distinguished program provides emerging leaders from State agencies with the opportunity to collaborate on complex, cross-agency challenges while strengthening their leadership skills in public service.

Through this partnership, ICED presented a project focused on improving the management and utilization of reasonable accommodation equipment across agencies. The G.O.A.L. team worked to develop a process that would enhance resource sharing and cost savings, promote more efficiency and reduce redundancy, and expand access to accommodation resources statewide.

Hosted Statewide Educational Summit for ADA Coordinators and EO Officers

ADA Coordinators and EO Officers across the state attended an educational summit on Reasonable Accommodations presented by Great Lakes ADA Center and hosted by the Interagency Committee on Employees with Disabilities that focused on state and federal guidelines and the interactive process.

Expanded Educational Speaker Series

The Interagency Committee on Employees with Disabilities provides a forum for experts in the disability community to share educational and informational presentations, best practices and impactful ways to build upon and strengthen opportunities for people with disabilities.

Executive Order 2025-02

State agencies under the Governor's authority (which includes any agency, department, office, officer, division, bureau, board or commission) must avoid collecting or using autism-related data—especially through data scraping—unless it fully complies with HIPAA and the MHDDCA and is strictly necessary for specific purposes, such as administering benefits, providing care, supporting education programs, or meeting legal requirements. Additionally, agencies cannot share personally identifiable autism-related data outside Illinois state government unless there is informed written consent, a court order, a clear need to provide essential services, or a legal obligation to do so.

2025 ICED Annual Awards

October 9th, 2025

The Interagency Committee on Employees with Disabilities (ICED) is proud to honor and celebrate the following recipients for their exemplary leadership in the following categories: Outstanding Employee of the Year; Outstanding Agency of the Year; and Outstanding Legislator of the Year:

Outstanding Employee of the Year



Julie Denno began her journey with the Illinois Department of Revenue in August 2023 as a Clerical Trainee through the Disabled Workers Program and quickly distinguished herself, not only for her technical skills but for her creativity, positivity, and leadership. She advanced rapidly to the role of Revenue Tax Specialist I, where she processes some of the most complex tax returns in the state with exceptional accuracy and reliability. Her performance consistently exceeds expectations, earning her high marks in quality, initiative, and human relations. Julie actively seeks opportunities for growth, pursuing

additional training, responding to feedback, and stepping up as a system tester during a major division update.

Julie's impact goes far beyond her job responsibilities. She fosters joy and connection in the workplace through her involvement with the Department Communications and Decoration Teams.

Julie works diligently to advocate for herself as a Deaf employee and is always open to questions from people who want to better understand the Deaf culture and all that it entails. In a world where barriers exist at times, Julie hopes that one day there'll be a world where it's nothing but a distant memory and accessibility is a given, not a need.

Hailing from New York State, where she was born and raised, Julie studied at the Rochester Institute of Technology, where she obtained both a Bachelor's of Science in Multidisciplinary Studies, with a focus in Social Work, and a Masters in Secondary School Education, with a concentration in Deaf Studies. In her free time, she enjoys hiking, reading books, and hanging out with her three children.

Julie Denno is more than a high-performing employee; she is a role model. Her kindness, creativity, and dedication to making government more welcoming and accessible make her a truly deserving candidate for the Outstanding Employee of the Year Award.

2025 ICED Annual Awards

Outstanding State Agency of the Year



Kimberly Mercer-Schleider is the Executive Director of the Illinois Council on Developmental Disabilities. Prior to taking the role with the Council, Kimberly worked as the Transition Manager for the country's third largest school district, Chicago Public Schools, working to educate families and school administrators on best practice when bridging the gap between secondary and post-secondary settings. Prior to both of those roles, Kimberly started out as a teacher, but most importantly a family member of a person with Intellectual/Developmental Disabilities. Kimberly has a passion for supporting systems change that results in individuals with disabilities having access to all facets of a full and engaged life on their terms. She has a background in Special Education, creating integrated housing models, person centered planning, and large system administration. Kimberly holds degrees in Special Education and Nonprofit Business Management.

The Illinois Council on Developmental Disabilities (ICDD) has proudly served Illinois for more than fifty years as part of a nationwide network of State Councils created under the federal Developmental Disabilities Assistance and Bill of Rights Act. Established to promote advocacy, systems change, and capacity building, ICDD works to ensure that all people with developmental disabilities (DD) in Illinois have the opportunities and supports they need to live self-determined, meaningful lives in their communities.

Guided by our mission and values, the Council has prioritized advancing Competitive Integrated Employment for people with Developmental Disabilities. Through grants, technical assistance, and cross-agency partnerships, ICDD has worked to expand inclusive workforce opportunities, phase out subminimum wage, and support individuals in building sustainable careers with fair and equitable wages. These efforts reflect our ongoing commitment to equity, dignity, and opportunity for every Illinoisan with Developmental Disabilities.

2025 ICED Annual Awards

Outstanding Legislator of the Year



State Representative Faver Dias joined the Illinois General Assembly in 2023, representing Illinois' 62nd District. She previously served as a Trustee on the Grayslake Village Board.

Rep. Faver Dias is the mother of twin boys, an award-winning educator, a former small business owner, and a community leader.

Rep. Faver Dias earned a B.S. in secondary social studies from Indiana University and an M.A. in bicultural education from Wayne State University.

A champion of environmental justice, common sense gun reform, affordable health care for all, tax reform, education, accessibility, and equity, Laura is prepared to bring the ideas, hopes, and visions of District 62 to life. She is smart, bold, and a true disability champion. She has sponsored several disability-related bills, including two connected to employment:

- HB2244 – Employment & Accommodation: Addresses employment accommodations related to weight, tying directly to workplace disability considerations.
- HB1810 – Incarcerated (aka TABE WAIVER): Focuses on disability issues within the corrections system. While not centered on employment, it highlights critical barriers faced by disabled individuals in the criminal justice system.

In addition to public policy and community organizing, Laura enjoys nature walks, trying new local restaurants, and family movie nights.

ICED Goals for 2026

Goal 1: Reasonable Accommodations

Objective: Standardize reasonable accommodations processes across agencies to include general guidance and an informational toolkit.

Goal 2: Technology and Accessibility

Objective: Centralize digital and physical accessibility standards and maintain cross-agency accountability.

Goal 3: Awareness and Education

Objective: Create public awareness and outreach campaigns. Partner with other agencies and organizations to promote ICED as a resource for state employees.

Appendix A

Number of Employees with Disabilities in State Government

Date	Total State Employees	Employees with Disabilities
June 30, 2022	45,049	2,125 (4.72%)
June 30, 2023	45,059	1,928 (4.28%)
June 30, 2024	47,582	1,823 (3.83%)
June 30, 2025	54,333	3,374 (6.21%)*

Monitoring Employment of People with Disabilities

The Committee continues to track the composition of the state's workforce to monitor its affirmative action efforts regarding people with disabilities. The chart in Appendix A shows employment figures in state government over the last 5 years for employees who have self-identified as having a disability through a survey process.

According to the U.S. Census Bureau's 2024 American Community Survey, 6.44% of individuals in Illinois' labor force have disabilities. In comparison, State agencies report that 6.21% of their workforce consists of employees with disabilities based on quarterly Workforce Reports.

In prior years, the data collected was not always current or consistently updated. The 6.21% figure reported in the more recent Workforce Report more accurately reflects the number of State of Illinois employees with disabilities.

ICED will continue to advocate for employees with disabilities, including the following efforts:

- Informing state managers and supervisors of the importance of hiring people with disabilities;
- Identifying ways to make state hiring process easier for applicants with disabilities to negotiate;
- Improving retention of employees with disabilities through compliance with reasonable accommodation and accessibility requirements; and,
- Increasing use of the Successful Disability Opportunities Program and other recruitment efforts by all agencies with respect to hiring individuals with disabilities.

***Prior to 2025, data on state employees with disabilities came from the CMS ANR003-A report. From 2025 onward, employment percentages were determined using quarterly workforce reports from each State agency, as reported to the Illinois Department of Human Rights. This ensures that the most up to date data is reported.**

Appendix B

Department of Central Management Services Workforce Success Program for Individuals with Disabilities (WSPID)

The purpose of the Workforce Success Program for Individuals with Disabilities (WSPID) is to provide persons with disabilities greater access to employment opportunities with the State. Link for State of Illinois employment vacancies and information - <https://illinois.jobs2web.com/>

Currently, applicants for this program must be a customer of the Department of Human Services Division of Rehabilitation Services (DRS). The assigned Vocational Rehabilitation Counselor is to complete and send a detailed narrative through Central Management Services (CMS) Workforce Success Center. If readily available, the narrative should include all position titles the applicant is seeking to apply. The application process is completely electronic, with the first step completing a profile and applying to targeted positions directly through each vacancy. It is key that the applicant selects YES to WSPID enrollment question within each electronic application submitted. After applying, the Vocational Rehabilitation Counselor should send the Workforce Success Program Coordinator an email listing the title and requisition number for file records.

During the application validation process, a WSPID verified applicant would be added into the interview pool if an interview is required pending any requirement of education, experience, or combination of both are met.

In compliance with the Americans with Disabilities Act and the Illinois Human Rights Act, State agencies must ensure that the employment process is accessible to persons with disabilities. Specifically, these laws require that the State provide reasonable accommodations upon request by individuals participating in all steps of the employment process.

Questions regarding the employment process or Workforce Success Programs can be directed to:

Angela Skaar / Human Resources Specialist

CMS Bureau of Personnel / Division of Career Recruitment & Retention

Workforce Success Program Coordinator

401 S Spring St. 5th Floor Room 500

Springfield, Illinois 62704

217-524-7514

Angela.Skaar@illinois.gov or CMS.WorkforceSuccess@illinois.gov

