

ICED MEMBERS



<p>Michelle R. B. Saddler, Secretary Department of Human Services Co-Chairperson</p> <p>Marva Campbell-Pruitt, Designee</p>	<p>Rocco J. Claps, Director Department of Human Rights Co-Chairperson</p> <p>Susan Allen, Designee</p>
<p>Department of Agriculture Michael Knepler, Employee Member * Kathy Day, Member</p>	<p>Department of Human Services Dan Dickerson, Member Katherine Gardner, Member, deceased Teresita Gonzalez, Member Deborah Johnson-Small, Employee Member * Sue Masten, Member Lisa Riegel, Member</p>
<p>Central Management Services James P. Sledge, Director Joseph Ashcraft, Designee Fred Stewart, II, Member</p>	<p>Department of Natural Resources Jason Brewer, Member</p>
<p>Civil Service Commission Chris Kolker, Chairperson Andrew Barris, Designee</p>	<p>Illinois Association of Minorities in Government Jonathan Lackland, Executive Director</p>
<p>Council on Developmental Disabilities Margaret Harkness, Member</p>	<p>Statewide Independent Living Council of Illinois Gerard Broeker, Member</p>
<p>Department of Employment Security Carlos Charneco, Member</p>	<p>Department of Veterans Affairs Tammy Duckworth, Previous Director (Partial) Dan Grant, Director (Partial) Jimmie Miller, Member</p>
<p>Department of Healthcare and Family Services Elaine Lazell, Employee Member *</p>	<p>University of Illinois' Division of Specialized Care for Children Jack Kanady, Ph.D., Member</p>

ICED has an opening for an appointed member who is a person with a disability. A sub-committee solicited applications from interested persons and brought forth to the Governor's Office the name of an employee to fill that vacancy.

ACCOMPLISHMENTS OF ICED 2009 GOALS

Goal	Activities
<ol style="list-style-type: none"> 1. Provide educational opportunities in disability issues utilizing technology to reach the broadest possible audience of state employees. 2. Educate Illinois legislators about ICED, its mission, and the status of our state as an employer of people with disabilities. 3. Identify ways ICED can get its message to state administrators and human resource personnel that employees with a disability are competent, dependable, and loyal members of a workforce. Utilize first person accounts by state employees who have a disability to demonstrate this point. 4. Seek state employees who wish to be named an ICED employee member to replace vacant position. 	<ul style="list-style-type: none"> ✓ Conducted 3 seminar series. Hosted website. Produced newsletters. ✓ Hosted a legislative reception May 2009. ✓ Created a DVD and posters. Debuted at legislative reception. ✓ An enthusiastic person's name submitted for appointment.

SUCCESS STORIES

Who benefits when the state employs persons with disabilities? These stories show that the state, the individual, and society all benefit, and that it is truly a win/win situation for all.



Kim Phipps is an Assistant General Counsel for the Illinois Department of Human Services (DHS). She received her undergraduate and law degree from UIUC. She's worked for the state eight years, where she's served as DHS' Acting Ethics Officer and a Labor Relations liaison. Her job duties have included handling subpoenas, dealing with grievances, and working with the Attorney General's Office to represent the agency in lawsuits.

It's clear that her employer, DHS, benefits greatly from Ms. Phipps' expertise and diligence, but Kim sees the issue a little more fully. According to Kim, "Frankly, I appreciate the opportunity my employment with the state has afforded me to use my skills and abilities to earn a living. I cannot express how important it is that, despite the limitations my disability creates, I am still able to work and live independently. This enables me to offer a valuable contribution to society in at least two regards.

First, since I am an employee, I am also a taxpayer.

Second, I believe my experience as a person with a disability brings a unique perspective to the work I perform for the state. Any company or government agency that elects to employ a person with a disability makes an investment that yields an incalculable return. Not only does the employer benefit from the person's combination of skills, education and experience, but also the employee supremely profits from the opportunity to live an active and productive life. Who can ascribe a monetary value to that?"

Ms. Phipps is an excellent state employee, who has been totally blind since birth.



Tommy Saunders is an Office Clerk at the Harris Building in Springfield

"I have been employed with the state since June 18th, 2007. I was born with a mild form of cerebral palsy. I grew up in a family that made me believe that I could accomplish anything I set my mind to do. I have been married for close to nine years to my best friend and we have two beautiful girls. My family supports me 100% in all that I do.

Before my employment with the State, I could sum up my work history as having all dead end jobs. I had numerous entry level positions with little or no opportunity for advancement. I would get so discouraged because I was told things like, "Stay at the cash register so you don't get hurt", or "Maybe someone else should do that." I would get so frustrated because I knew what I could do if I was just given that chance.

In May of 2003, I moved to Illinois and opened a Division of Rehabilitation Services (DRS) case. My DRS counselor was very supportive of my state employment pursuit and encouraged me from word "go." I really thought the communication between us was great. He sent me job postings in the mail. I took the state tests and finally I

received a notice to interview. I was on cloud nine. Although I did not get the first position I interviewed for, I was eventually selected.

I will never take for granted this opportunity because for the first time in a long time I am able to be a man and support my family. I am involved in the Upward Mobility Program. I just recently passed the Human Service Caseworker exam. I really look forward to this challenge. I finally have my foot in the door. I have a great job with insurance for my family. I look back at everything I have faced in life and know it was just God preparing for the future. I really feel as long as I work hard the sky is the limit. Thank You!"

ICED thanks Kim and Tommy for sharing their stories of the impact employment has made. These are just two of three thousand some stories about state employees with disabilities.

ICED OUTREACH

ICED Website

The ICED website, www.state.il.us/ICED, provides a wide variety of information about the Committee and links to organizations dealing with disability issues, such as the Council for Disability Rights in Chicago, the Illinois Network of Centers for Independent Living and the Great Lakes ADA and Accessible IT Center. The Committee's newsletters as well as other ICED publications are posted on the website, and a discussion board is available for comments from employees with a disability and others interested in disability issues. Resources related to work site issues and employment are added regularly for managers and employees with a disability. ICED wrote and has available for download a series of technical assistance fact sheets for ADA Coordinators, EEO/AA Officers and employees with disabilities in need of an accommodation. ICED's website has a link to CMS's Diversity Enrichment Program webpage to give it greater visibility. The ICED site received 9121 hits over the course of the fiscal year, more than 7 times as many as last year!

ICED Newsletter

ICED News was distributed in January 2009. Newsletters are distributed to a mailing list of disability organizations and state employees with disabilities and posted on the ICED website. Two hundred print copies are distributed and it is emailed to 3,323 people in the state with an interest in disability issues. Over 308 hits were made on the web newsletter. Topics covered in this year's newsletter included legal updates, and the results of a needs' assessment survey of individuals

with disabilities around Illinois. The survey found 85% of consumers of the Illinois' 23 Centers for Independent Living have an unemployment rate of 85%; 60% of the people who were employed, had earnings of less than \$15,000. Additional articles addressed the ICED conference and award ceremony.

Recruitment of Employee Member

In June 2008, an adhoc subcommittee formed to make recommendations to fill the vacant Employee Member position on ICED. The Subcommittee consisted of the 3 active Employee Members.

A letter announcing ICED's desire to identify interested persons for the vacant ICED position was sent to the 60 agency directors under the governor with a list of the employee nomination criteria and an application. The subcommittee reviewed the applications and conducted interviews in Sept and Oct. 2008. Because ICED is responsible for representing employees with all types of disabilities across the entire State of Illinois, the search looked first at employees with disabilities not residing in cities already represented on the committee. Selection was also based upon finding the most qualified employee whose disability type was not already represented on the ICED, therefore, making us a more diverse group while also reaching out to other areas across the State.

The committee received twenty-six applications from employees from various agencies and they represented many disability groups. By December, a selection was made and one candidate's name was given to the full ICED membership for a vote in January 2009. He was introduced at the February, 2009 meeting and his name was sent to the Governor's office for the official appointment. All of the individuals who expressed an interest in serving on ICED were encouraged to participate in the monthly meetings as non-members either in person, by video-conference or by teleconference. Towards the end of the fiscal year, membership criteria for members to serve on Boards and Commissions were changed. This committee is uncertain if the recommendation will prevail, or if another will be seated.

ICED ACTIVITIES IN SUPPORT OF ITS MISSION

ICED Internship Program



Benro Ogunyipe, ICED 2003 intern, promoted to a Public Administration Intern, later hired as an Executive I where he currently serves as an Accessibility Specialist in the Bureau of Accessibility and Job Accommodation at the Department of Human Services.

The ICED Internship Program for College Students with Disabilities' was initiated in the summer of 2000 to assist people with disabilities who are entering the workforce and can benefit from actual work experience on their resume. In some instances, interns demonstrate their abilities and decide to apply for full time employment with the state. Objectives of the internship program are to:

- Provide employment opportunities to qualified students and new graduates with disabilities
- Diversify state government's workplace
- Demonstrate the abilities of employees with disabilities
- Further affirmative action objectives
- Provide a transition for students with disabilities into the workplace

ICED broadened the internship program this year to offer even greater opportunity to those building resumes and entering the job market. In addition to college students, youth and young adults who were seniors in high school or new graduates from high

school or college were also recruited. Agency placements were sought in professional and non-professional positions to provide opportunity in a variety of employment positions to match varied skills and abilities of interns.

Students who have disabilities were recruited through ICED's internship partners - the Department of Human Services/Division of Rehabilitation Services vocational counselors and Anixter Center, a non-profit organization with a professional placement program for college students with disabilities. Those who were interns in the summer of 2008 had various types of disability such as severe physical disabilities, and hearing and vision loss. ICED recognized that the Rutan requirements posed a barrier to hiring interns in previous years, and so provided a teleconference to agencies offering technical assistance to working through any perceived or real hiring barriers. During FY2009, 11 ICED interns were placed with the following entities:

- Department of Human Services (5)
- Department of Human Rights (1)
- Department of Employment Security (2)
- Illinois Finance Authority (2)
- Department of Workers Compensation (1)

Their work roles varied from general office tasks to more specific responsibilities including: overseeing registration for a statewide conference, serving as a receptionist, writing, editing and researching; drafting publications, working on a Power Point presentation and developing a conference contact sheet. Supervisory feedback was very positive resulting in positive experience for both the students and the employers.

ICED added mentoring to the internship program to increase the likelihood of the interns seeking and obtaining permanent employment with the state or other employer. Each individual was paired with a state employee who was willing to personally mentor the intern. Additionally, in August a presentation was made for all interns to provide information on employment programs in Illinois state government, employee rights, and to offer tips on interviewing, disclosure, and making reasonable accommodation requests.

By June 2009, three interns were working at the Department of Employment Security and at least 2 other agencies willing to hire an intern were awaiting EPAR approval. Recruitment for the summer of 2009 yielded an increase in youth with disabilities seeking internships. Unfortunately, agency ability to hire interns for the summer of 2009 was hindered by budgetary constraints and the state's Rutan hiring process. Potential interns are not likely to be placed in state agency positions, yet ICED recognizes and applauds the leadership of agencies willing to hire interns year after year.

ICED Seminar Series

ICED presented a spring series of lunchtime web-based seminars through the use of modern technology. They resulted in the ability to reach a wider audience than was achieved through on-site conferences in Springfield in previous years. This new format proved successful as more state employees were able to participate and access information while minimizing time away from their regular workdays. Participants attended in person in Springfield and Chicago via videoconference, teleconference, or web conferencing. All presentations are available on ICED's web site for those unable to participate live.

Seminar Programs:

- ADA Amendments Act, February 11, 2009
Thanks to Gerard Broeker of the Statewide Organization of Living Centers for presenting changes to the federal law and explaining implications for employees and managers.
- Calling on All Veterans to Maximize their Benefits, March 25, 2009
The Department of Veterans' Affairs brought a team of staffers to detail benefits and services available to all veterans. Dir. Dan Grant led off this event.
- What You Need to Know about the Family and Medical Leave Act, May 27, 2009
Courtney O'Connell of the Department of Central Management Services shared her expertise on implementation of this act. Employees learned of their rights and benefits and managers learned how to fairly use this benefit in practice.

Seminar	In-person Chicago & Springfield videoconference	Via teleconference	Via Web videostreaming	Total in attendance
ADA Act	100	50	50	200
Veterans' Benefits	203	48	65	316
Family & Medical Leave	50	30	50	130

ICED Legislative Reception

ICED hosted a legislative reception the evening of May 19, 2009 at the Hoogland Center. Approximately 100 individuals attended this event at which state employees

with all types of disabling conditions communicated issues of importance to the invited legislators, agency directors and leaders of local organizations that represent or advocate for people with disabilities.

ICED members distributed a fact sheet about the Committee at the event. New to ICED's resources for pursuing its mission were a series of posters featuring quotes from current employees with disabilities on what state employment opportunities mean from their perspectives. Attendees were treated to the premiere of a video capturing the personal message of employees who have a disability speaking from their hearts about how their jobs and careers with the State of Illinois has impacted them and highlights what diverse and valuable skills they have brought to various state agencies.

Awards

ICED recognized two individuals for their constancy of support to state employees with disabilities and for their support of opportunity and employment for all people who have a disability.

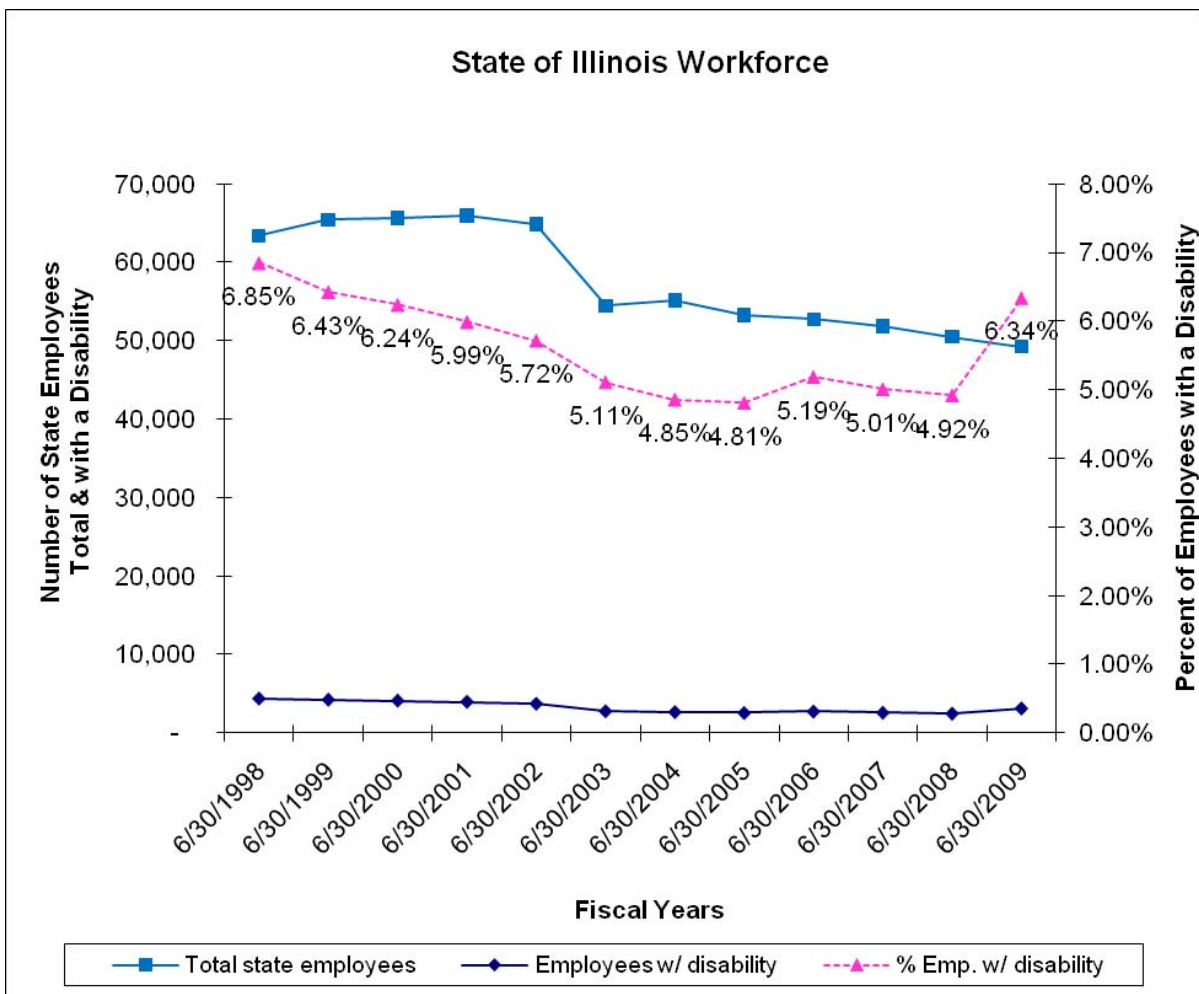
- **Senator Susan Garrett**, District 29, graciously accepted ICED's Carl Suter Award stating that too often legislators work without directly experiencing the impact of legislation and she was appreciative of being recognized by the disability community. Sen. Garrett sponsored Senate Bill 40 this session, which requires agencies under the Governor's Office to develop and implement programs to increase the number of employees with disabilities working in the state. Annual reports to the Governor and General Assembly will track hiring and additionally, the usage of federal Work Opportunity Tax Credits.
- **Carl Suter**, previous Director of the Division of Rehabilitation Services, was recognized for a career dedicated to increasing employment for people with disabilities. ICED has named its legislative award for him and has hung a permanent plaque at the Department of Human Rights. Each year's awardee will have their name added, beginning with Sen. Garrett. Carl is a strong example of a dedicated, effective public servant who happens to have a disability himself.

National Disability Employment Awareness Month

In October, ICED members and former interns, who are now employed by the state, joined presentations hosted by the Department of Human Services in Springfield and in Chicago. ICED's mission and activities in support of state employees with disabilities was shared. The message of what an employee with a disability can bring to an agency as a dedicated, competent employee was highlighted through the example of the work history of the former interns.

Monitoring Employment of People with Disabilities

The Committee tracks the composition of the state's workforce as one indication of the state's commitment to being a model employer of people with disabilities. The following graph shows employment information from Central Management Services which is inclusive of agencies under the Code (under the Governor's Office). Over the past decade, the percentage of people with disabilities in state government fell steadily from 6.97% of state employees in FY97 to 4.92% by the end of FY08. CMS reports that this percentage was 6.43% as of June 30, 2009. In the last quarter of FY09, the total number of state employees decreased by 1228 while the number of employees reporting a disability rose by 647. Thus there was a large change in just 3 months.



One likely contributing factor for this recent change in direction was the Department of Human Services, one of the largest agencies, resurveying its employees. That new survey alone accounts for about 300 additional employees reporting having a disability; these are not new hires, but existing employees stating they have a disability who previously were not listed as having one. It would not be surprising if CMS data does not report every person with a disability, especially if the disability disclosure is not updated regularly with employees. Many people choose not to disclose a disability (especially when first hired), and some acquire a disability over time due to accident or a change in health status.

Another indicator of the success of affirmative action programs based on disability in state agencies is a comparison of state utilization of employees with disabilities with labor market availability of this group. The Department of Human Rights uses 10.8% as a labor force availability rate for employees with disabilities in Illinois (10.3% for working aged people aged 21-64 per the American Community Survey for 2007). Illinois' utilization of employees with disabilities, though showing an increase, remains about 4% low. Illinois still has a ways to go as an employer tapping this pool of willing workers.

To address this continuing pattern of underutilization of Illinoisans with disabilities, the Committee worked toward the following throughout the year:

- Increasing awareness of legislators and state administrators and managers of the downtrend in hiring people with disabilities
- Identification of ways to make state hiring processes easier for applicants with disabilities to negotiate
- Improving retention of employees with disabilities through better agency response in reasonable accommodations, accessibility, promotional opportunities, etc.
- Increased recruitment efforts by all agencies with respect to hiring individuals with disabilities.

To analyze Illinois' hiring patterns more closely and focus ICED activities based upon trends and correlations found, ICED recommends that agencies resurvey their employees for disability periodically. That step would help make counts more accurate, and also be helpful in meeting the needs of known workers with disabilities. An effort to identify all employees who have a disability may be paired with emergency preparedness planning. Additionally, ICED notes that a complete look at state employment should include other Constitutional officers and non-Code agencies (such as Auditor General and State Board of Elections). The Department of Human Rights tracks and monitors their hiring data separately from CMS collected data.

A diverse workforce enables agencies to better meet the needs of the public. ICED will continue its efforts to advocate on behalf of individuals with disabilities.

NEXT STEPS FOR FY2009

ICED has identified goals for which activities will be based during fiscal year 2010.

1. **Education**
Strive for Illinois having a workforce inclusive and supportive of employees with disabilities.
2. **Promotion**
Increase the visibility and awareness of ICED and what it does and how it can assist.
3. **Awareness of employment data**
Track state agency employment data related to people with disabilities and seeking ways to increase those numbers.
4. **Technical assistance**
Provide technical assistance to agencies and state employees/applicants on issues related to disability.