



INTERAGENCY COMMITTEE ON EMPLOYEES WITH DISABILITIES



2022 Annual Report

(January - December 2022)

ILLINOIS DEPARTMENT OF
Human Rights

James L. Bennett, *Director*
Illinois Department of
Human Rights



Grace Hou, *Secretary*
Illinois Department of
Human Services



ICED

June 2023

TO: HONORABLE JB PRITZKER, GOVERNOR
ILLINOIS STATE GENERAL ASSEMBLY

It gives us great pleasure to submit the Annual Report of the Illinois Interagency Committee on Employees with Disabilities (ICED) for calendar year, 2022. We set some ambitious goals based on the feedback we received from employees and agencies across the state. The number one concern we heard the most about was Reasonable Accommodations. To address this concern, we created a Public Service Announcement (PSA) video featuring three employees with disabilities sharing their stories of how reasonable accommodations help them perform essential duties associated with their jobs. We also collaborated with the Governor's Office and multiple agencies on Reasonable Accommodation guidelines that will serve as a resource for those with questions about the process and their rights.

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

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.

To that end, this Annual Report documents the Committee's accomplishments throughout the calendar year. 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.

Sincerely,

James L. Bennett
Director
Illinois Department of Human Rights

Grace Hou
Secretary
Illinois Department of Human Services

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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: Matt Abrahamson, Elizabeth Grace, Glen Minks, Nathan Painter and Rahnee Patrick. We currently have two vacancies.

ICED MEMBERS

January 2022 to December 2022

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

Donna M. Hardy, *Designee*

Grace Hou, *Secretary, Illinois Department of Human Services, Co-Chairperson*

Ryan Croke, *Designee*

Members:

Lieutenant Governor, Juliana Stratton

Victoria Villalpando Sanchez, *Designee*

Attorney General, Kwane Raoul

Pamela Blackorby, *Designee*

Judith Levitan, *Participant*

Secretary of State, Jesse White

William Bogdan, *Designee*

State Comptroller, Susana A. Mendoza

Kevin Derrig, *Designee*

State Treasurer, Michael Frerichs

Rosemary Laudani, *Designee*

JJ Hanley, *Participant*

Central Management Services

Jennifer Ricker, *Director*

Mark Mahoney, *Designee*

Glen Minks, *Employee Member**

Mayra Magana, *Participant*

Barbara McDonald, *Participant*

Brandon Singer, *Participant*

Civil Service Commission

Timothy D. Sickmeyer, *Chairman*

Andrew Barris, *Designee*

Illinois Council on Developmental Disabilities

Kimberly Mercer-Schleider, *Director*

Margaret Harkness, *Designee*

Mariel Hamer Sinclair, *Participant*

Dennis Deany, *Participant*

Illinois Department of Employment Services

Elizabeth Grace, *Employee Member**

Illinois Department of Human Rights

James L. Bennett, *Co-Chair*

Donna Hardy, *Designee*

Alex Bautista, *Participant*

ICED MEMBERS

continued

Chet Pinski, Participant
Bryant Dunbar, Participant
Betsey Madden, Participant
Betsy Buttell, Participant

Illinois Department of Human Services

Grace Hou, Co-Chair
Ryan Croke, Designee
Matt Abrahamson, Employee Member*
Nathan Painter, Employee Member*
Rahnee Patrick, Employee Member*
LaBraya Harris, Participant
Caronina Grimble, Participant

Illinois Department of Innovation and Technology (DoIT)

Vickie Simpson, Participant

Illinois Department of Veteran Affairs

Terry Prince, Director
Matt Eddington, Designee

**Governor Appointed Members*

Recruitment of New Members:

ICED has two 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.

2022 ICED Accomplishments

Reasonable Accommodations Guidance for State Agencies

After hearing from employees and leaders throughout the State regarding the need for consistent language and uniform processes concerning Reasonable Accommodations, ICED Committee members worked in consultation with other State Agencies to create Reasonable Accommodations Guidance for State Agencies. Reasonable Accommodations is a modification or an adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodations also includes adjustments to assure that a qualified individual with a disability has rights and privileges in employment equal to those of non-disabled employees.

The guidance continues to go through the approval channels. We are excited to share this important guidance with State of Illinois employees and leaders in 2024: The information includes:

- ❖ Frequently Asked Questions (FAQs)
- ❖ Reasonable Accommodations Process and Forms
- ❖ Know Your Rights

Visit ICED website to learn more: <https://iced.illinois.gov/>

Reasonable Accommodations Public Service Announcement (PSA) video:

Created a Public Service Announcement (PSA)/Training video for all State of Illinois agencies and employees on the topic of Reasonable Accommodations. The video includes Co-Directors of ICED, Jim Bennett, Director, Illinois Department of Human Rights and Grace Hou, Secretary, Illinois Department of Human Services, discussing the origins of ICED, employee rights, the process for requesting accommodations and how to file a complaint, if you have experienced discrimination.

We are proud to showcase three employees who have requested accommodations to assist them in carrying out various functions of their jobs: Janinna Hendricks, Illinois Council on Developmental Disabilities, Mshenda Diming, Illinois Department of Human Rights, and Bill Bogdan, Illinois Secretary of State.

Visit ICED website to view the PSA Video: <https://iced.illinois.gov/>

Build collaborative Relationships within State Agencies and Disability groups to expand opportunities for People with Disabilities

Collaborated with multiple State agencies including Central Management Services (CMS), Department of Human Services (DHS), Department of Employment Security (IDES) and the Employment Economic Opportunity for People with Disabilities (EEOPWD) to support the creation of model programs for employing people with disabilities. Through this collaboration, seven of eight State agencies utilized the Clerical Trainee and the Public Administrative Intern positions enacted by the launch of the Disabled Workers Trainee Program (DWTP) to create employment opportunities for people with disabilities. A Career Fair was held by DWTP with over 280 applicants applying for positions with the State of Illinois. Central Management Services (CMS) continue to broaden its eligibility and open up opportunities for people with disabilities through its Successful Disability (SD) Opportunities Program.

2022 Legislation

The Interagency Committee on Employees with Disabilities (ICED) is proud to recognize the work of Legislators who champion the rights and protections of People with Disabilities (PWD).

HB2878 – Omnibus Procurement – Prohibits Subminimum Wage

HB 2878 adds the following language to the procurement code (30 ILCS 500 45-35): “provides for payment of a wage for contractual services under this Section that is no less than the applicable local or Illinois minimum wage, whichever is higher, for all employees performing work on the contract, including subcontractors performing work on the contract;” to the qualifications for not for profit agencies for persons with significant disabilities for state procurement. Also, it states that the organization is “(A) a disability-serving organization that is accredited by a nationally-recognized accrediting organization or licensed by the Department of Human Services or (B) a Center for Independent Living.” *(This legislation has not yet passed.)*

SB 1674 – IDHS and ICDD bill that codifies short-term and long-term Stabilization Homes Pilot Programs

SB 1674 adds the following language to the Developmental Disability and Mental Disability Services Act (405 ILCS 80): “Subject to appropriation or the availability of other funds for these purposes at the discretion of the Department, the Department shall establish the Long-Term Stabilization Support Program consisting of at least 8 homes across the State...” Also it states the following, again with many requirements listed at the following link “Subject to appropriation or the availability of other funds for these purposes at the discretion of the Department, the Department shall establish the Short-Term Stabilization Support Program consisting of at least 10 homes across the State,” Illinois General Assembly - Full Text of SB1674 (ilga.gov)

HB 3162 ~ The Act of Duty Bill through Public Act 103-002

The Act of Duty Bill (HB 3162) retroactively provides Chicago Police Officers and Firefighters disability benefits for the time they were unable to serve due to COVID-19 between March 9, 2020, and June 30, 2021.

SB0214 amended the Public Employee Disability Act and passed as Public Act 103-63

It amends the Public Employee Disability Act to state “Whenever an eligible employee suffers an illness in the line of duty which causes the employee to be unable to perform the employee’s duties, the employee shall continue to be paid by the employing public entity on the same basis as the employee was paid before the illness, with no deduction from the employee’s sick leave credits, compensatory time for overtime accumulations or vacation, or service credits in a public pension fund during the time the employee is unable to perform the employee’s duties due to the result of the illness, but not longer than one year in relation to the same illness.

At any time during the period for which continuing compensation is required by this Act, the employing public entity may order at the expense of that entity physical or medical examinations of the ill person to determine the degree of disability.

During this period of disability, the ill person shall not be employed in any other manner, with or without a monetary compensation. Any person who is employed in violation of this subsection forfeits the continuing compensation provided by this Act from the time such employment begins. Any salary compensation due to the ill person from workers’ compensation or any salary due to the employee from any type of insurance

2022 Legislation

continued

which may be carried by the employing public entity shall revert to that entity during the time for which continuing compensation is paid to the employee under this Act. Any person with a disability receiving compensation under the provisions of this Act shall not be entitled to any benefits for which the employee would qualify because of the employee's disability under the provisions of the Illinois Pension Code.

Public Act 103-0058 created the Removing Barriers to Higher Education Success Act as Public Act 103-0058

This Act requires a public institution of higher education to adopt a policy that makes certain documentation submitted by an enrolled or admitted student sufficient to establish that the student is an individual with a disability. Requires the policy to be transparent and explicit regarding information about the process by which the public institution of higher education determines eligibility for accommodations for an individual with a disability. Provides that each public institution of higher education shall disseminate such information to students, parents, and faculty in accessible formats and make the information readily available on a public website of the institution. Allows a public institution of higher education to establish less burdensome criteria to establish whether an enrolled or admitted student is an individual with a disability. Requires a public institution of higher education to engage in an interactive process to establish a reasonable accommodation for an individual pursuant to the federal Rehabilitation Act of 1973 and the federal Americans with Disabilities Act of 1990.

Public Act 103-0094 Amends the Illinois Insurance Code

This Act amends the Illinois Insurance Code to state the Department of Insurance shall collect information on employment disability insurance plans and present its findings to the General Assembly by April 30, 2024.



2022 ICED Annual Awards Celebration

October 6, 2022

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 Advocate of the Year; Outstanding Agency of the Year; and Outstanding Legislator of the Year:

Outstanding Employee of the Year

Janinna Hendricks has dedicated her entire 35 year career to the State of Illinois through her service to the Illinois Council on Developmental Disabilities (ICDD). The mission of ICDD is to create systems change that ensures that all people with developmental disabilities in Illinois have access to equal opportunities and freedom. She is currently a Senior Public Service Administrator, specifically the Associate Director of Finance and Operations for the agency. In her tenure her financial oversight has contributed to the responsible disbursement of over \$70 million in grant funds that have directly positively impacted people with developmental disabilities. Janinna has a Bachelor's degree in Business Administration from Blackburn College and a Master's Degree in Health Service Administration from Sangamon State University. Janinna has served as the Board President of the Jacksonville Area Center for Independent Living. She also serves many supportive roles at Waverly First Baptist Church and enjoys spending time following her nieces' and nephews' sporting events, mentoring children, and is voracious reader.



Outstanding Advocate of the Year

In March 2020, **Karen Tamley** became the new President and CEO of Access Living, a Chicago-based service and advocacy non-profit organization for people with disabilities. In her new role, Karen has returned to her roots, having served in multiple positions at Access Living from 1996 to 2005, under Access Living's founding CEO Marca Bristo. Prior to becoming Access Living's CEO, Karen served three Chicago Mayors as Commissioner of the Mayor's Office for People with Disabilities. As Commissioner, Karen advanced accessibility and disability inclusion in the areas of transportation, city infrastructure, technology, emergency planning, education, and employment and oversaw the delivery of direct services to thousands of Chicago's disabled youth and adults. In 2015, Karen received the Motorola Solutions Excellence in Public Service Award from the Civic Federation, which recognizes a non-elected government official for having an extraordinary impact on the quality of state and local government services in Illinois. In 2016, President Obama appointed Karen to serve on the United States Access Board, which develops national accessibility guidelines and standards, and she was elected as Chair in 2019. Most recently, Karen served as a member of the Biden-Harris Presidential Transition team. She lives in Chicago with her husband, Kevin Irvine, and their teenage daughter. All three have disabilities themselves and are actively involved in disability advocacy locally and nationally.



2022 ICED Annual Awards Celebration

continued

Outstanding State Agency of the Year

The Illinois Department of Innovation & Technology (DoIT), headed by Secretary Jennifer Ricker, delivers technology and telecommunication services to state government agencies, boards, and commissions. In furtherance of its mission, DoIT implements innovative and effective solutions in recognition that access to government services increasingly occurs virtually.



From improved video conferencing capabilities with closed captioning and screen reader notifications to greater website accessibility, DoIT has made significant progress in enhancing IT access for state employees and residents. Earlier this year, Secretary Ricker's vision of establishing an Office of Information Accessibility was realized. DoIT has hired the state's inaugural Chief Information Accessibility Officer, who will serve as the primary authority in ensuring the accessibility of information and information systems for people with disabilities, as well as maintaining compliance with state and federal accessibility requirements.

By focusing on constructive partnerships with disability advocates, employees and residents with disabilities, and private-sector partners, in addition to emphasizing longterm, systemic improvements rather than just short-term solutions, DoIT has improved accessibility in ways that will benefit people with disabilities for years to come.

Outstanding Legislator of the Year

Lindsey LaPointe is a social worker turned public policy professional with a breadth of experience in human services, state government, policy advocacy, and community and political work. She is currently the State Representative for the 19th House district which covers the far Northwest Side of Chicago. Before taking office in July of 2019, she was a senior project manager at Business and Professional People for the Public Interest (BPI), a Chicago-based non-profit, where she worked on issues of public safety and criminal justice reform. Prior to BPI, she served in state government as the Program Manager for Adult Redeploy Illinois, working with more than 40 Illinois counties on court-based alternatives to incarceration. In the neighborhood, she has worked alongside her neighbors on various projects including increasing women's involvement in politics, being a founding member of the Jefferson Park Working Group on Homelessness, advocating for a variety of housing options and campaigning for Democratic candidates. In Springfield, she has been a champion on issues like accessible housing, expanding access to healthcare and mental health, human services and worker protections during COVID-19. Originally from Maine, she earned a BA in Sociology from Grinnell College and holds a master's in social work from the Jane Addams School of Social Work at the University of Illinois in Chicago. She resides in the heart of the 19th district - Jefferson Park.



ICED Goals for 2023

Develop and Implement an Awareness Campaign for ICED

- ❖ Goal: Create statewide awareness campaign to generate interest, engagement and build community.

Build an On-line Community & Resource Portal

- ❖ Goal: Expand ICED website to build a content rich website that addresses the needs and concerns of the disability community.

Create Interagency Equipment & Accommodations Transference Process for Employees with a Disability

- ❖ Goal: Ensure equipment and other reasonable accommodations immediately follow Employees with disability upon transfer to another agency.



APPENDIX A

Employees with Disabilities in State Government 2017 - 2022

DATE	TOTAL STATE EMPLOYEES	EMPLOYEES WITH DISABILITIES (Employees who voluntarily self- identified)
June 30, 2017	44,451	2,994 (6.74%)
June 30, 2018	44,507	2,841 (6.38%)
June 30, 2019	45,483	2,604 (5.75%)
June 30, 2020	46,848	2,451 (5.23%)
June 30, 2021	46,374	2,294 (4.95%)

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.

During this time, according to the data on disabled persons from the U.S. Census Bureau, American Community Survey, the State of Illinois workforce for people with disabilities was at a slightly higher percentage of 4.95% than the State Civilian labor force of 4.79%.

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.



APPENDIX B

Department of Central Management Services Successful Disability (SD) Opportunities Program

- The purpose of the Successful Disability Opportunities Program (SD) 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 Resource Counselor is to complete and send a detailed narrative through Central Management Services (CMS) Disabled Workers Program office. 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 SD Program enrollment question within each electronic application submitted. After applying, the Vocational Resource Counselor should send Disabled Workers Program (DWP) Coordinator an email listing the title and requisition number for file records.
- During the application validation process, an SD 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 Disabled Workers Programs can be directed to:

Brandon Singer / Human Resources Specialist
CMS Bureau of Personnel/Division of Career Services & Hiring Resources
Disabled Workers Program Coordinator
130 W. Mason, 2nd Floor, Springfield, Illinois 62702
217-524-7514
brandon.singer@illinois.gov or cms.disabilityrescen@illinois.gov

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