



## Interagency Committee on Employees with Disabilities (ICED)

June 10, 2020 Meeting Minutes

*Meeting conducted via WebEx*

*(A present majority of nine shall constitute a quorum)*

x-Officio Members	Name	Present	Phone	Absent
<b>Co-Chair, Human Rights</b>	Jim Bennett, Director	X		
<i>Designee</i>	<i>Donna Hardy</i>	X		
<b>Co-Chair, Human Services</b>	Grace Hou, Secretary			
<i>Designee</i>	<i>Francisco Alvarado</i>	X		
<b>Attorney General</b>	Kwame Raoul, AG			
<i>Designee</i>	<i>Pamela Blackorby</i>	X		
<b>Central Management Services</b>	Janel L. Forde, Director	X		
<i>Designee</i>	<i>Lisa Williams</i>	X		
<b>Civil Service Commission</b>	Timothy D. Sickmeyer, Chairman			
<i>Designee</i>	<i>Andrew Barris</i>	X		
<b>Illinois Council on Developmental Disabilities</b>	Kimberly Mercer-Schleider, Director	X		
<i>Designee</i>	<i>Margie Harkness</i>	X		
<i>Designee</i>	<i>Mariel Hamer</i>			
<b>Lt. Governor</b>	Juliana Stratton, Lt. Governor			
<i>Designee</i>	<i>Dartesia Pitts</i>	X		
<b>Secretary of State</b>	Jesse White, Secretary			
<i>Designee</i>	<i>Bill Bogdan</i>	X		
<b>State Comptroller</b>	Susana A. Mendoza, Comptroller			
<i>Designee</i>	<i>Kevin Derrig</i>	X		
<b>State Treasurer</b>	Michael Frerichs, Treasurer			
<i>Designee</i>	<i>Rosemary Laudani</i>	X		
<b>Veterans Affairs</b>	Linda Chapa LaVia, Director	X		
<i>Designee</i>	<i>Matt Eddington</i>			
Employees with Disabilities				
Department	Name	Present	Phone	Absent
Human Services	Matt Abrahamson	X		
Human Services	Nathan Painter	X		
Vacant				
Vacant				
Vacant				
Vacant				

Vacant				
Other Attendees				
Human Services	Ryan Croke	X		
Human Services	Rahnee Patrick	X		
Human Services	LaBraya Harris	X		
DoIT	Vickie Simpson	X		
Central Management Services	Mark Mahoney	X		
Central Management Services	Barbara McDonald	X		
Central Management Services	Mayra Magana	X		
Attorney General	Judith Levitan	X		
Human Rights	Chet Pinski	X		
Human Rights	Alex Bautista	X		

**I. Call to Order**

- a) Director Bennett called meeting to order at 1:32pm.

**II. Roll Call, Approval of Agenda, and Approval of Minutes from March 4, 2020 meeting**

- a) Donna Hardy called the Roll Call
  - i) Quorum established
  
- b) Approval of Agenda
  - i) Moved by Rahnee Patrick
  - ii) Seconded by Francisco Alvarado
  - iii) All in favor
  - iv) No opposition
  - v) No abstentions
  
- c) Approval of Minutes
  - i) Approval by acclamation

**III. Director Bennett's**

- a) Opening Remarks
  - i. Reported that the Committee's Annual Report nor the Hiring Statistics report have been issued for the 2019 - 2020 year. This is largely due to COVID-19 and the circumstances surrounding that. This information should be forthcoming.
  - ii. Also mentioned that IDHS has 13,000 employees working in a variety of environments with accommodations due to COVID-19. People with disabilities are doing jobs that were once thought impossible, now made possible through COVID-

- 19 modifications. This thinking goes along with the purpose of the ICED Committee to ensure that all people with disabilities are working despite COVID-19.
- iii. Reported on some of the things DHR is doing due to COVID-19. Director Bennett worked with DRS Director Rahnee Patrick and IDHS Chief of Staff Ryan Croke to inform disability advocates and groups to support people with disabilities during this time. Health Guidelines were also distributed to Access Living facilities with the help of IDHS. Transit issues were also addressed during the COVID-19 pandemic. DHR also established guidelines about accompanying a loved one to the hospital. There were obstacles and it took a while to approve, but the guidelines were established. The Civil Commission was instrumental in the loved one guideline establishment.

#### **IV. Round Robin discussing regarding George Floyd's death, Civil Unrest. Covid-19 and potential impact of work with Disability Community**

##### **a) Open Discussion**

- i) Director Bennet opened the floor for committee members to say remarks regarding the protests around George Floyd's death, and how it affected them at this time. Director Bennett started off by stating that he was thankful that the Governor and Lt. Governor emphasized justice and equity for the African American population. He also liked that they mentioned ways in which the state can help disability population
- ii) Dantesia Pitts, General Counsel with the Lt. Governor, thanked Director Bennett for the opportunity to share. Stated that individuals needed to be transparent and talk about the issues to resolve the problem. Those who are affected may not have a voice to resolve the issues. They desire justice and for the inequality to end. The Lt. Governor also wants to be supportive at this time, and desires to help in any way possible.
- iii) Francisco Alvarado, with DRS, also thanked Director Bennett for the opportunity to share. Mentioned that he lives in a small community, and an ambulance came to a house across the street as a result of COVID-19. He is a "leader" in his community and reminds people to practice social distancing during this time. COVID-19 hit him hard personally. Stated he appreciated the leadership from the Governor and Lt. Governor in combatting COVID-19.
- iv) Kim Mercer-Schleider with the Illinois Council on Developmental Disability stated that the commission was busy self-advocating for people with developmentally disabilities at this time. Have had many meetings via Zoom and have advised customers to be productive where you are. Their population have desired to participate in the protests but cannot get out. Mentioned that the DD Council can be helpful to ICED as they have a lot of self-advocate contacts for the state of IL. Because programming had stopped in March, federal funding and grants have helped their population through the COVID-19 pandemic. Through federal funding, have been able to provide computer equipment to transfer programming to virtual platforms.

- v) Rahnee Patrick, Director of DRS, stated that she sent out an e-mail to all employees that she supports all of the 1700 people that work for the Division, and no one should feel ashamed because of their race. Reported she attended a protest on the Federal Plaza and the vandalism to the area was bad. She felt guilty afterward as she was a “part” of this group while she committed no acts of vandalism herself. Realized that there was a peaceful means to protest but disregard of the law was separate.

## **V. New Business ~ Committee Updates**

- a) Legislation Committee
  - i) Director Bennett mentioned that legislation was not considered in the May congressional session. Spoke about the current ability to notarize paperwork electronically.
- b) Membership Committee
  - i) The contact for the Governor’s office that is responsible for sending forward new nomination for the ICED Committee to the Governor for signature has been reassigned to concentrate on matters related to COVID-19. For these reasons, new member paperwork has not been approved for those members waiting appointment to the ICED Committee.
- c) Hiring Process Review for People with Disabilities Committee
  - i) Mark Mahoney, CMS, reported on the Disability Trainee Program Public Act (101-0533). Applies to both merit comp and collective bargaining employees. Mark believes it will affect collective bargaining employees the most as 97% of employees are categorized as Collective Bargaining with CMS. Negotiations with AFCME is currently undergoing, and there are currently 26 applicants that are already on the disability list. Mark also mentioned that Chris Bond, Manager of the CMS Testing and Hiring Unit, worked on the initiative remotely while he was in quarantine in Germany. Mark is going to write a report and send to the Committee for their review.
  - ii) Kim Mercer-Schleider, IL. Council on Developmental Disability shared that they have internships, and would be interested in helping CMS with the Disability Trainee Program
  - iii) Rahnee Patrick, DRS, asked if the requirement for a person to be a customer of DRS for the Successful Disability Option was still a requirement to get on the disability listing. Mark said this was still the case, and Rahnee stated she was going to see if the requirement could be changed since she was the Director of DRS
  - iv) Mark also indicated that CMS has initiated disability trainings with the agencies participating, and things were going great on that end

## **VI. Member Updates**

- a) All members need to complete their Harassment and Ethics training. Expect additional information about this soon.

## **VII. Public Comments**

- a) None

## **VIII. Schedule Next Meeting**

- a) Director Bennett reviewed ICED bylaws, and only 4 meetings a year have been taking place when the bylaws call for 6. Going to increase meeting times to meet requirements.
- b) Director Bennett expressed a desire to do another meeting, **Wednesday, June 24<sup>th</sup>, at 1:30 PM** via WebEx. This meeting will be about getting committees together to plan the ICED Awards Ceremony in October and generating ideas on how to fundraise for the event.
- c) Other proposed meeting times:
  - \*August 5<sup>th</sup>
  - \*October 7<sup>th</sup> (After the ICED Awards Ceremony taking place at the Illinois Congressional Library in Springfield, if COVID-19 circumstances allow)
  - \*December 2<sup>nd</sup>

## **IX. Other**

- a) Rahnee Patrick reported that Chicago is doing an event on July 29<sup>th</sup> to celebrate the 30-year anniversary of the passage of the American Disabilities Act. Raymond Ortiz is one of the main speakers. She will send out more information regarding this event.
- b) Bill Bogdan asked Director Bennett if e-mails could be sent to the CMS Disability Coordinators to help agencies work through COVID-19 pertaining to people with disabilities. The e-mails could be best practices or guidelines. The Director mentioned that he and Bill could speak about this further at a mutually beneficial time.

## **X. Adjournment**

- a) Moved by Andrew Burris
- b) Seconded by Lisa Williams
- c) All in Favor
- d) No opposition
- e) No abstentions

**XI.** Andrea Burris made the motion to adjourn the meeting with Lisa Williams seconding the motion. Meeting was adjourned at 2:32 pm.