



***Interagency Committee on Employees with Disabilities***  
**June 24, 2020 Meeting Minutes**  
***Meeting Conducted via WebEx***

**Interagency Committee on Employees with Disabilities (ICED)**  
**Members**

Ex-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			
<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			
<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>Victoria Villalpado-Sanchez</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>	X		
<b>Employees with Disabilities</b>				
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		
DoIT	Vickie Simpson	X		
Central Management Services	Chris Bond	X		
Central Management Services	Barbara McDonald	X		
Central Management Services	Mayra Magana	X		
Human Rights	Chet Pinski	X		
Human Rights	Alex Bautista	X		

**I. Call to Order**

- a. Director Bennett called the meeting to order at 1:35 pm

**II. Roll Call, Approval of Agenda, and Approval of Minutes from June 10, 2020 meeting**

- a. Donna Hardy called the Roll Call
  - i. Quorum established
  
- a. Approval of Agenda
  - i. Moved by Francisco Alvarado
  - i. Seconded by Margie Harkness
  - ii. All in favor
  - iii. No opposition
  - iv. No abstentions
  
- b. Approval of Minutes
  - i. Approval by acclamation (With a correction from Kim Mercer)

**III. Co-Chair Remarks**

- a) Director Bennett welcomed Ryan Croke to give some remarks.
  - i. Emphasized DHS' committee to hiring people with disabilities.
- b) Ryan Croke invited DRS Director, Rahnee Patrick, to give remarks:
  - i. ADA celebration coming up on July 30 - seeking applicants to participate
  - ii. Formulating goals for the state's Unified Plan (have the highest goal in in the country for people with disabilities to be employed with the government and have skill gain)
  - iii. Trying to figure out ways, with the DDC, that developmentally disabled community living in SMURF homes can gain employment
- c) Ryan Croke Remarks

- i. DHS is pushing leadership to find creative ways to work. They are continually having to adjust to science and health experts as they look to find new ways of doing work.
- ii. Remote working provides the workforce an opportunity to increase opportunities for people with disabilities, and not keep them segregated and a part.
- iii. He thanked Director Bennett for providing employers, hospitals and the State important guidance for working during COVID-19 pandemic.
- iv. He also thanked Director Bennett for his leadership in getting the committee to think along these lines.

#### **IV. IDHR Recommending a new committee: Outreach**

- a. Director Bennett is looking forward to working with Rahnee Patrick and Kim Mercer to identify people as “advisors” to help leadership identify the different ways people with disabilities can work with state.
- b. The disability community is new to Director Bennett, and he thinks they are an innovative and resourceful group
- c. Lisa stated that the ability to work from home will offer some possibilities

#### **V. Presentation by Chris Bond on the *Disabled Worker Trainee Program***

- a. Never has been such an initiative since 1970
- b. Effort between CMS and EEOPD (Equal Economic Opportunity for People with Disabilities); EEOPD writes the annual report
- c. Agencies with 1,500 employees or more mandated to participate include:
  - i. CFS
  - ii. IDOC
  - iii. IDOT
  - iv. HFS
  - v. DHS
  - vi. IDORAgencies volunteering to participate:
  - i. CMS
  - ii. ICDD
- d. Currently in phase 4, certification process
- e. AFCME is in support of trainee positions for people with disabilities
- f. Chris would like to see the training administered through CMS
- g. Rahnee asked about accessibility, stated that 46% of people with disabilities cannot apply for jobs because of this fact (U.S. Dept. of Labor statistic)
- h. Chris stated there is only one title, Office Clerk, offered at the moment, but desires to see it grow. Chris is trying to nail down professional title because you have to be qualified (have a designated degree), and training may exceed the time allotted for the trainee time (1 year).

- i. Director Bennett asked Chris if some ICED committees could be combined with some committees from EEOPD. Chris said it was a possibility.
- j. Chris Bond said the Work.Illinois.Gov is not entirely accessible, but it is still a work in progress

## **VI. Member Conversation about Agency Capability of Hiring People with Disabilities**

- a. Vicki Simpson, with DOIT, stated that not all agencies were equipped for hiring people with disabilities
- b. The survey that was distributed through the disability coordinators should help to ascertain which agencies are and which ones aren't
- c. Vicki Simpson informed committee that it is the employee's job to inform the employer of accommodations needed
- d. Margie Harkness asked if the ICED website could have tools to help employees ask for accommodations
- e. Vicki Simpson believes ICED could be a facilitator between agencies to get employees the tools they need to be employed
- f. Director Bennett stated that the ICED website had not been updated since 2018. It could serve as a public awareness tool and move equipment between agencies
- g. Margie Harkness would like to post a summary of the survey on the website that went out to the disability coordinators
- h. Director Bennett wanted to know where the survey came from
- i. Vicki Simpson was trying to ascertain who was the owner of the survey, found out that CMS was the owner. There were concerns in the past for the coordinators to disseminate to the agencies.
- j. The requirement of the last four digits of a person's Social Security number came up as a potential deterrent to participation in completing survey. A request was made to remove this requirement to ensure greater participation state-wide. Vicki Simpson mentioned this requirement was a breach of DoIT policy. She further stated the survey needed to be available on IDHS OneNet as a central repository. She found a survey from the federal gov't that just asked if a person has a disability, and they were able to reveal that information.
- k. Chet Pinski agreed that it should be on OneNet; Vicki Simpson and Chet Pinski will take the lead on this project

## **VII. Sub-committee Formations**

- a. Nomination Committee
  - i. Director Bennett is working with the Governor's office list of candidates who have applied to be members of the Committee dating back two years. Director Bennett gave a goal to Jon to nominate individuals from agencies that have the most employees.
  - ii. Everyone should be on list except Rahnee and Ryan.
- b. Annual Awards Ceremony (October 2020) Committee

- i. Francisco Alvarado stated that ceremony was created as a platform to celebrate people with disabilities employed by the state and as well as a information resource.
- ii. The celebration is set to take place Oct. 7 at the Illinois State Library. Francisco is proposing that the committee consider the possibility of hosting a virtual celebration in light of COVID-19. Francisco met with Matt Abrahamson virtually to discuss the contingency plan. Matt proposed to do it on the format as in similar years past in the following sequence:
  - Have speakers from the different agencies speak
  - Do Awards
  - Activity
  - Meal
- i. Director Bennett stated that IDHR hosted several Virtual Town Hall meetings on PRIDE and Discrimination using Facebook Live, zoom, and Vimeo. The agency is at the Award Committee's disposal to help in a virtual event
- ii. Victoria from the Lt. Governor's office said she used Microsoft teams to discuss different ideas and subjects
- iii. Francisco asked Victoria if she would volunteer. She agreed
- iv. Matt recommended we find a platform that is accessible for all people with disabilities, screen readers for the blind and closed captioning for the deaf. Matt was not sure if there was a universal program that did all of the above
- v. Director Bennett recommended the committee watch the Lt. Governor's town hall meetings as a good example as interpreters were present on those
- vi. The committee is to submit the award categories to Donna
- vii. Donna and Margie mentioned they liked the entertainment from last year, Momento

### **VIII. Member Updates & Next Meeting**

- a. Members need to complete the sexual harassment and ethics trainings when they receive an e-mail notice from Keisha Nelson. Training Certificates obtained through state agency trainings can be submitted as approval for ICED Committee members.
- b. Last day to take the Disability Hiring Survey is Friday June 26, 2020
- c. Next Meeting Dates for 2020:
  - i. August 5<sup>th</sup>
  - ii. October 7<sup>th</sup> (Awards Ceremony)

### **IX. Meeting Adjournment**

- a. Moved by Andrew Burris
- b. Seconded by Lisa Williams
- c. All in favor
- d. No oppositions
- e. No abstentions

X. Meeting was adjourned at 2:53 pm.