

ICED

Interagency Committee on
Employees with Disabilities

Meeting Minutes
April 27, 2023, 11:00am to 12:00pm
Hybrid Meeting (In-person & via WebEx)

Ex-Officio Members	Name	Present In Person (IP) Virtual (V) Phone (PH)	Absent
Co-Chair, Human Rights	Jim Bennett, IDHR Director	IP	
<i>Designee</i>	<i>Donna Hardy</i>	IP	
Co-Chair, Human Services	Grace Hou, IDHS Secretary		A
Attorney General	Kwame Raoul		A
Attorney General	Judith Levitan		A
Central Management Services	Simone McNeil, Director		A
<i>Designee</i>	<i>Mark Mahoney</i>	V	
Civil Service Commission	Timothy D. Sickmeyer, Chairman		A
<i>Designee</i>	<i>Andrew Barris</i>	V	
Illinois Council on Developmental Disabilities	Kimberly Mercer-Schleider, Director	V	
<i>Designee</i>	<i>Margie Harkness</i>	V	
<i>Designee</i>	<i>Mariel Hamer-Sinclair</i>		A
Lt. Governor	Juliana Stratton		A
<i>Designee</i>	<i>Eryn Jones</i>	V	
Secretary of State	Alexi Giannoulis		A
<i>Designee</i>	<i>Bill Bogdan</i>	PH	
State Comptroller	Susana A. Mendoza		A
<i>Designee</i>	<i>Kevin Derrig</i>		A
State Treasurer	Michael Frerichs		A
<i>Designee</i>	<i>Rosemary Laudani</i>	V	
Veterans Affairs	Terry Prince, Director		A
<i>Designee</i>	<i>Matt Eddington</i>	V	
Employees with Disability			
Central Management Services	Glenn Minks	V	
Department of Employment Services	Elizabeth Grace		A
Human Services	Matt Abrahamson		A
Human Services	Nathan Painter		A
Human Services	Rahnee Patrick		A
Central Management Services	Brandon Singer		A
Central Management Services	Mayra Magana		A
Civil Service Commission	Andrew Barris	V	
DoIT	Vickie Simpson		A
Human Rights	Chet Pinski	V	

Human Rights	Alex Bautista		A
Human Rights	Betsey Madden		A
Human Rights	Alex Bautista		A
Human Rights	Chris Smith		A
Human Rights	Bryant Dunbar	V	
Human Rights	Jayden Epps	IP	
Human Rights	Besty Buttell	V	
Human Rights	Victoria Villalpando	V	
Human Services	Casey Burke	V	
Illinois Council on Developmental Disabilities	Dennis Deany		A
Office of Equity	Addie Shrodes		A
State Treasurer	JJ Hanley		A
State Treasurer	Stephanie Kanter	V	
Human Services	Marcus Deamer	V	
Attorney General	Michelle Harden	V	

1. Call to Order

- A. Director Bennett called the meeting to order at 11:04am on April 27th, 2023

2. Roll Call, Approval of Agenda and Minutes

- A. Donna Hardy conducted Roll Call
 B. Quorum established

3. Approval of Minutes from March 30th, 2023

- A. Motion to approve minutes: Kimberly Mercer-Schleider
 B. Motion seconded: Glen Minks
 C. All in Favor

4. Co-Chair Remarks

- A. Director Bennett
- i. We will spend this meeting going over our Goals for 2023. We will use the Minutes from our last meeting as a tool to guide our discussion today.
 - ii. Dulce Quintero will serve as Secretary Hou's Designee, replacing Ryan Croke who is now serving in the Governor's Office. Dulce will be attending the June 1st Meeting.
 - iii. The Pride Parade in Springfield will be May 20th everyone is welcome to attend. IDHR is giving away free T-shirts and Sunglasses and many other gifts to those who attend. The Chicago Pride Parade is in June.
- B. Secretary Hou
- i. No updates

5. New Business

- A. Donna Hardy - ICED Goals Updates
- i. The Reasonable Accommodations PSA video is outstanding. Thank you to everyone who helped to make this PSA possible. A special thanks to the Cochairs of ICED, Director Bennett and Secretary Hou for their part and a very special thanks to the three State of Illinois employees who shared their personal stories and the accommodations they have requested and how they have help them to do their jobs. We're also very proud of the

Reasonable Accommodations document that consists of an FAQ, the Process and Know Your Rights information. They will be shared with the Committee after the meeting today. Director Bennett and Secretary Hou will send out a joint letter to all State Agencies introducing the Reasonable Accommodations Document and the PSA. We believe this should address questions and concerns that employees and management may have. Our goal is to standardize this process across the state. These documents and PSA have been vetted by the Governor's office and IDHR's legal team and others in the State.

- ii. The Committee watched the final Reasonable Accommodations PSA video

B. 2023 Goals

- i. The three overarching goals emerged as a result of the input we received from the Committee. If there are recommendations to add additional goals or modify the current ones everyone was encouraged to share their recommendations. Today's review and discussion was to familiarize everyone with the direction we were moving toward.
- ii. We are asking everyone to take a look at these goals and decide which Goal Committee they would like to serve on by May 12th, 2023.
- iii. Review of 2023 Goal Recommendations from March 30, 2023 ICED Meeting (reference separate document)

I. Develop and Implement an Awareness Campaign for ICED

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

II. Build an Online Community & Resource Portal

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

a. General Comments:

- i. Kimberly Mercer-Schleider: Potential to combine some elements of items I & II. Asked who administers ICED webpage? Bryant Dunbar shared with members that IDHR has a team with editing and content updates rights.
- ii. Jim Bennett: Asked that we consider adding Affinity Groups to our goals. It was discussed during the Strategic Planning meeting.

III. Create Interagency Equipment & Accommodation Transference Process for Employees with a Disability

Goal purpose: Ensure equipment and other reasonable accommodations immediately follow Employees with a Disability upon transfer to another agency.

a. General Comments:

- i. Jim Bennett: This has been a longstanding issue within the state. If we can address this concern, we will have moved along the state in a huge way.
- ii. Bryant Dunbar: We should consider including the transferability of Assistive technology software licenses; aggregating and better sharing procurement pathways for smaller Commissions and Agencies when they need to fulfill a reasonable accommodations request.
- iii. Bill Bogdan: Agreed that the Commission should pursue this goal. Adaptive equipment should be inventoried, tagged, and logged. If everyone knows this is a directive or policy from the Governor,

they will operate differently. We need to know if a department spends \$1,000 on a piece of equipment, does it follow the employee? Does the department get reimbursed? There are a lot of things that need to be looked into regarding this important goal.

- iv. Kimberly Mercer-Schleider: As a small agency, ICDD has not engaged in procurement since recent legislation passed that would ease the procurement rules for the initial purchase of assistive technology for state agencies. How are agencies doing since the legislation passed? This is something that can be added to this group to follow up on. Kimberly will look up the legislation.
- v. Jim Bennett: We can use the ICED website as a repository of information. We could create a section on the ICED webpage of information regarding Reasonable Accommodations with a tab for employees and one for HR Directors, for example. We could also reach out to the Governor's office regarding creating legislation or EO. Someone who is an expert on disability issues can advise us like Cynthia Flores. Should also include the Equity Office.

iv. Next Steps:

- II. Members were encouraged to review goals and determine which committee they would like to serve on. Also take these goals to their respective departments and discuss with their team members and provide feedback
- III. Donna Hardy will distribute revised goals and R.A. document
- IV. Contact Donna Hardy by May 12th regarding the committee you would like to serve on.

6. Old Business

A. Need suggestions for nominations

- i. Currently have one candidate moving through the vetting process. We are awaiting word from the Governor's office on the appointment.
- ii. Before June Meeting, review membership requirements and feel free to make recommendations.

B. Annual Awards Ceremony

- i. Annual Awards ceremony will be Oct 5th in Springfield. We are looking for recommendation of venue.
- ii.

7. Public Comment

A. None

8. 2023 ICED Meeting Schedule

A. June 1, 2023

B. August 3, 2023

C. October 5, 2023 - Annual Celebration Event, Springfield 12:00pm-1:00pm

D. December 14, 2023

- i. All 2023 Meetings (besides October): 11:00am-12:30pm with hybrid attendance option

9. Adjournment

A. Motion to Adjourn: Glen Minks

B. Motion Seconded: Kimberly Mercer-Schleider

C. All in Favor

D. Meeting adjourned at 11:55am on April 27th, 2023