



Meeting Minutes

June 6, 2024 – 11:00 am-12:30 pm

Hybrid Meeting conducted In-person and via WebEx

For more meeting information [click here](#)

Ex-Officio Members	Name	Present In Person (IP) Virtual (V) Phone (PH)	Absent
Co-Chair, Human Rights	Jim Bennett, Director	IP	
<i>Designee</i>	<i>Donna Hardy</i>	IP	
Co-Chair, Human Services	Dulce Quintero, Secretary		A
<i>Designee</i>	<i>Steven J. Dennis</i>		A
Attorney General	Kwame Raoul, AG		A
<i>Designee</i>	<i>Judith Levitan</i>		A
Central Management Services	Raven A. DeVaughn, Director		A
<i>Designee</i>	<i>Patricia Santoyo-Marin</i>		A
Civil Service Commission	Teresa Smith, Chairman		A
<i>Designee</i>	<i>Andrew Barris</i>	V	
Illinois Council on Developmental Disabilities	Kimberly Mercer-Schleider, Director		A
<i>Designee</i>	<i>Margie Harkness</i>	V	
<i>Designee</i>	<i>Mariel Hamer</i>		A
Lt. Governor	Juliana Stratton, Lt. Governor		A
<i>Designee</i>	<i>Eryn Jones</i>	V	
Secretary of State	Alexi Giannoulis, Secretary		A
<i>Designee</i>	<i>Bill Bogdan</i>	V	
State Comptroller	Susana A. Mendoza, Comptroller		A
<i>Designee</i>	<i>Kevin Derrig</i>	V	
State Treasurer	Michael Frerichs, Treasurer		A
<i>Designee</i>	<i>Rosemary Laudani</i>		A
Veterans Affairs	Terry Prince, Director		A
<i>Designee</i>	<i>Matt Eddington</i>	V	
Employees with Disabilities			
Department	Name		
Human Services	Nathan Painter	V	
Human Services	Rahnee Patrick	IP	
Central Management Services	Glen Minks	V	
IL Board of Education (ISBE)	Lori Clampitt	V	
Vacant			
Vacant			
Vacant			
Other Attendees			
Abraham Lincoln Pres Lib. & Mus.	Mark Mahoney	V	

Abraham Lincoln Pres Lib. & Mus.	Gloria Legette	V	
Attorney General	Jennifer Lee	V	
Central Management Services	Arthur Sutton	V	
Central Management Services	Tasha Hunter	V	
Central Management Services	Chris Bond	V	
Central Management Services	Teresita Gonzalez	V	
Illinois Council on Developmental Disabilities	Gary Arnold	V	
DoIT	Vickie Simpson	V	
DoIT	Mike Scott	V	
Employment & Security	Anna D'Ascenzo	V	
Illinois Deaf and Hard of Hearing Commission	Benro Ogunyipe	V	
Human Rights	Allison Macfarlane	V	
Human Rights	Chet Pinski	V	
Human Rights	Bryant Dunbar	V	
Human Rights	Betsy Buttell		A
Human Rights	Dr. Addie Shrodes	IP	
Human Rights	Dr. Chris Smith	V	
Human Rights	Marcio Mendoza	V	
Human Services	Casey Burke		A
Human Services	Caronina Grimble		A
State Treasurer's Office	Stephanie Kanter	V	
State Treasurer's Office	JJ. Hanley		A
Illinois Tollway	Sharon Ferguson		A
Other Guests:			
Ryan Coke	Governor's Office	V	
Katie Hensch	InfiniTeach	V	
Aliyah Rich	InfiniTeach	V	

**Present: In Person (IP) / Virtual (V) / Phone (PH)*

1. Call to Order

- a. Director Bennett called the meeting to order at 11:03 am, June 6, 2024

2. Roll Call

- a. Donna Hardy conducted Roll Call
- b. Quorum established

3. Chair Remarks

- a. Director Bennett – Called for approval of minutes from April 4, 2024, meeting
 - i. Motion to Approve: Rahnee Patrick
 - ii. Seconded Motion: Chet Pinski
 - iii. Add Andrew Barris as present to April 4th Meeting.
 - iv. No opposition, Minutes approved with correction.
- b. Director Bennett
 - i. The State of Illinois will have a Pride Float for the Chicago Pride Parade – details will be email to those interested in participating.
 - ii. The Illinois General Assembly has wrapped up this session; Unfortunately, the Dignity in Pay Bill did not pass. Ryan Croke will join the meeting today to provide an update. He took the lead on getting this bill through multiple hoops. We were

very close this time. IDHR and many others have filed their support for this bill. The bill will come up again in the Veto Session.

- iii. The Artificial Intelligence (AI) Executive Order will be shared with everyone today. There were four additional AI Bills passed by the IL General Assembly, including one regarding Nondiscrimination in Employment.

c. Director Patrick

- i. Thanked everyone on behalf of IDHS for spreading the word about the Third Annual Virtual Career Fair held on May 16, 2024. The goal was to recruit individuals with Disabilities into State Government. Several agencies across the state participated; 117 people registered.
- ii. Division of Rehab Services – Vocational Rehabilitation (DRS-VR) is working on a strategic plan related to engagement of Senior Year High School students who are “transitioning” from High School. The goal is to provide an opportunity for High School Seniors to become Civil Servants with the State of Illinois, through DRS-VR.
- iii. Disability Pride Parade will take place on Saturday, July 20, 2024. Everyone was invited to participate.

d. Director Bennet

- i. Shared the history of Disability Pride Month which honors the achievements, experience, and struggles of the disability community. July also marks the anniversary of the American with Disability Act (ADA), landmark legislation that broke barriers to inclusion in society.
- ii. Introduced Katie Hensch, Co-founder & CEO, InfiniTeach and Aliyah Rich, Content Developer & Project Manager, InfiniTeach.

4. Guest Speakers Katie Hensch & Aliyah Rich

Katie Hensch, Co-founder & CEO of InfiniTeach

Katie Hensch co-founded InfiniTeach in 2014 to create inclusive solutions for a neurodiverse world. Through InfiniTeach, the team has developed technology and provided training and consultation to more than 35 partners around the world. Katie is a former Special Education teacher and serves on the External Disability Advisory Board for Alaska Airlines and is a member of the Ethics and Rights Committee for Esperanza Community Services.

Aliyah Rich, Content Developer & Project Manager

Aliyah Rich is a person with autism, who works for the company InfiniTeach. Aliyah first started working at InfiniTeach as an intern while at a special education high school in Chicago, IL. Aliyah has continued to spend her years working on many of InfiniTeach’s technology and disability projects such as their apps, website blog, and supporting partnerships and outreach. Aliyah loves to promote InfiniTeach’s mission of supporting the Autistic community and families to feel more included and accepted wherever they travel.

Topic: Neurodiversity ~ Highlights of Presentation:

Neurodiversity defined as: a concept or framework for understanding that people’s brains process information differently. Some examples are Autism, ADHD, Dyslexia, Learning Disability.

Neurodivergent defined as: Nonmedical term for an individual whose brain processes information in a way that varies from what is expected (versus neurotypical)

Common Models of Disability: Medical Model: Leads to the stigmatization of individuals with disabilities; viewed as “abnormal”; Can create dependency on medical professionals and interventions. (Sees the individual as the problem)

Social Model: Promotes a more inclusive and empowering view of disability, emphasizing the rights, capabilities, and contributions; allows us to call on all members of society to address barriers. (Sees the societal barriers as the problem)

Communication Guidelines ~ Neurodiversity Affirming Practices ~ Core Principles

Honoring all forms of communication; Adapting systems and environments; nurturing positive self-identity; prioritizing lived experiences; rejecting neuro-normativity; promoting self-advocacy; reframing expectations; presuming competence; validating differences; respecting autonomy; intersectionality.

Strategies for helping Employees be Successful:

1. Support Communication: Frequent, sacred check-ins.
2. Support Executive Functioning: Organization, routine-building, time management, goal setting, emotion regulation, and more.
3. Support Relationship Building: Create social foundation to support positive culture and efficient work environment.

Members were given the opportunity for Q & A

5. Guest Speaker Ryan Croke, First Assistant Deputy Governor, Governor's Office

Topic: Dignity in Pay Act (HB793) Update

The Dignity in Pay Act is one step we can take together to build a more equitable and inclusive Illinois. This legislation fosters a future where all individuals, regardless of ability, can contribute their talents and skills to our workforce and earn a fair wage.

After more than five years the bill came very close to passing. The bill had never made it out of committee. The bill passed the House of Representatives with 78 votes, including 10 Republicans. There is bi-partisan support from members in the Legislature from all corners of the state. It also has support from the Special Olympics, Lutheran Social Services, Jewish United Fund, IARF, Institute on Public Policy, National Federation for Blind, Illinois Association of the Deaf, Autism Self Advocacy Alliance, Illinois Spina-bifida Association, AFL-CIO, SEIU, Nurses Association, Anti-poverty advocates including the Shriver Center and many others. The bill will be brought forward in the Senate Veto Session in the Fall.

Ryan thanked Director Bennett, Rahnee Patrick, Bill Bogdan and many others for their steadfast support of this very important legislation that would end subminimum wages for people with disabilities. He asked ICED members to continue to remain vigilant in their support of this bill.

*The bill is sponsored by House Leader Theresa Mah and Senate Leader Cristina Castro, represents a significant step forward in expanding opportunities and ensuring fair and equal pay for Illinois workers with disabilities. For too long a provision in the 1938 Fair Labor Standards Act has allowed for Subminimum Wage payment to individuals with disabilities by entities with special authorization, generally referred to as 14(c) certificates. To date 18 states (and the City of Chicago) have acted to phase out 14(c) and expand programs that increase inclusion and access to competitive integrated employment.

6. New Business: Strategic Planning - 2024 ICED Goals Reports

Goal 1: Develop and Implement an Awareness Campaign for ICED

- Chair: Betsy Buttell
Committee members are working with CMS to discuss distribution of the One-pager state-wide.

Goal 2: Build an Online Community Resource Portal

- Chair: Stephanie Kanter
ICED Website work is ongoing. Stephanie sent a "shout-out" to Mike Scott (DoIT) for his critical work with committee members in building a website that is responsive to the needs of internal and external audiences.

Goal 3: Create Interagency Equipment Accommodations Transference Process

- Chairs: Bill Bogdan & Steven Dennis

Gave a homework assignment to Committee Members to collect all forms related to Reasonable Accommodation requests with the goal of creating a standardized form for all agencies.

Working to meet with members of Property Control and Inventory regarding their current tracking systems to see if it's possible to create a field to track employees with disabilities and reasonable accommodation equipment.

7. Mike Scott, DoIT

Provided an overview of Global Accessibility Awareness Day, May 16, 2024. There were appropriately 200 people representing 25 different state agencies in addition to advocates and corporate partners participating.

8. 555 W. Monroe Building Fire Drill ~ Rahnee Patrice, Director of DRS-VR

Spoke about her experience during the 555 W. Monroe Building Fire Drill. Rahnee suggested agencies have back up contingency plans for the "building wardens" if a "warden" is working remote on the day of the drill. She shared that they need to do a much better job of providing clear directions and assistance for people in wheelchairs so they can evacuate safely.

Lori Clappitt, ISBE

Shared that there was a lot of confusion for some of the same reasons Rahnee mentioned. There was no contingency plan for the person in charge working remotely on the day of the Fire Drill.

9. Nomination Committee (Old Business)

- a. We still have three vacancies. Please send us referrals.

10. Public Comment

- a. None

11. Future Meetings

- a. August 1, 2024 ~ 11:00am
- b. October 3, 2024 ~ 12:00pm; Annual Awards Celebration in Chicago
- c. December 5, 2024 ~ 11:00am

12. Adjournment

- a. Director Bennett offered motion to Adjourn
- b. Motion to Adjourn: Rahnee Patrick
- c. Motion Seconded: Arthur Sutton
- d. None opposed
- e. Meeting adjourned at 12:22pm on June 6, 2024