



Meeting Minutes
December 5, 2024 - 11:00 am - 12:320 pm
Hybrid Meeting conducted In-person & via Webex
For Additional Meeting Information [Click Here](#)

Ex-Officio Members	Name	Present	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 Dennis, DRS</i>	V	
Attorney General	Kwame Raoul		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, Chairperson		A
<i>Designee</i>	<i>Alexandra Myers</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-Sinclair</i>		A
Lt. Governor	Juliana Stratton		A
<i>Designee</i>	<i>Eryn Jones</i>	V	
Secretary of State	Alexi Giannoulas		A
<i>Designee</i>	<i>Bill Bogdan</i>	V	
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>		A
Veterans Affairs	Terry Prince, Director		A
<i>Designee</i>	<i>Matt Eddington</i>	V	
Employees with Disabilities	Name	Present	Absent
Department of Human Services	Nathan Painter	V	
Department of Human Services	Rahnee Patrick	V	
Central Management Services	Glen Minks	V	
<i>Vacant</i>			
<i>Vacant</i>			
<i>Vacant</i>			
<i>Vacant</i>			
Other Attendees	Name	Present	Absent
Abraham Lincoln Presidential Library and Museum	Gloria Legette	V	
Abraham Lincoln Presidential Library and Museum	Mark Mahoney		A
Central Management Services	Chris Bond	V	
Illinois Deaf and Hard of Hearing Commission	Benro Ogunyipe	V	
Department of Employment Security	Anna D'Ascenzo		A

Department of Information Technology	Mike Scott	V	
Department of Information Technology	Vickie Simpson	V	
Department of Human Rights	Marcio Mendoza	V	
Department of Human Rights	Betsy Buttell	V	
Department of Human Rights	Bryant Dunbar	V	
Department of Human Rights	Chet Pinski	V	
Department of Human Rights	Marcio Mendoza	IP	
Department of Human Rights	Xavier Potts	IP	
Department of Human Services	Caronina Grimble	V	
Department of Human Services	Casey Burke	V	
Department of Human Services	Anthony Stauder	V	
Department of Human Services	Denise Maldona	V	
State Treasurer	JJ Hanley		A
State Treasurer	Stephanie Kanter	V	
Illinois Governor's Office of Equity	Alici McNeal	IP	

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

1. Call to Order

- a. Director Bennett called the meeting to order at 11:03am on December 5, 2024.

2. Roll Call

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

3. Approval of Minutes

- a. Director Bennett – Called for approval of minutes from the August 1, 2024, meeting.
 - i. Motion to Approve: Rahnee Patrick
 - ii. Seconded Motion: Chet Pinski
 - iii. No opposition or edits - Minutes approved.

4. Co-Chair Remarks

- a. Director Bennett
 - i. Welcomed Xavier Potts, new Assistant to the Director, IDHR. Xavier was recommended to the Department by Rahnee Patrick. They are looking forward to attending ICED meetings and being supportive of the operations of ICED.
 - ii. Director Bennett was thrilled to announce the Dignity in Pay Act Passed in Veto Session. He thanked everyone involved in its passage. This bill has taken almost seven years to pass through the State Legislature.
 1. Glen Minks, Internal Auditor, CMS shared his personal story of working with a company that paid subminimum wages to employees with disabilities. He was paid approximately \$2.00 per hour for assembly work. He felt the work was beneath his abilities and goals he set for himself. Glen decided to attend college and graduated with both a bachelor's and master's degrees. A program offered through the Illinois Department of Human Services, Rehabilitative Services led to employment with the State of Illinois where he now serves as a Senior Auditor with the Illinois Department of Central Management.

Director Bennett noted it will take some time before the enormous changes the law brings will be realized. Nonetheless it is a huge victory and he's grateful to

see Illinois move forward with laws like these in the wake of so many political changes.

b. Steven Dennis

- i. Commended Director Bennett, Donna Hardy, Director Patrick and others on a wonderful Awards Celebration. It was his first opportunity to attend one of ICED's events, and he couldn't imagine it having gone any better.
- ii. Announced the new Bureau Chief, Andrew Webb of IDHS' Bureau of Customer and Community Blind Services. Andrew is legally blind. He will be a huge asset for people with disabilities/accessibility issues. He will also provide a lot of support and advice to ICED.
- iii. IDHS' Department of Rehabilitative Services will be conducting community-based trainings, educating people on barriers that exist in the workplace. This includes a webinar with Director Patrick on Disability Awareness to Workforce Groups.
- iv. Met with Secretary Quintero on accessibility in workplace. The Interview scoring tool is not accessible for screen readers. They are working with Mike Scott, DoIT, and CMS for a "Plan B" solution that can be provided immediately for people who need accessibility improvements within the workplace. Accessibility teams are working on a long-term plan, as the short term "Plan B" is also being developed.
 1. Director Patrick: Noted the hiring of Anthony Stauder. He will be working in labor relations at IDHS-DRS. Anthony holds a degree in Computer Science and has background with Nonprofit HR. He is visually impairment.

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

Goal 1: Develop and Implement an Awareness Campaign for ICED

Chair: Betsy Buttell

- Goal One is now complete. The committee has completed the One-page summary of ICED and shared it with the Deputy Director of Statewide Personnel, CMS.
- Deputy Director Tucker has invited us to share this information at their next meeting with SOI HR Directors. The goal is for all HR Directors to make this information a part of their on-boarding process. Donna will present.
 - i. Donna thanked Betsy and the committee for their diligent work. Goal 1 has now been accomplished!

Goal 2: Build an Online Community Resource Portal

Chair: Stephanie Kanter

- Goal 2 had a reset. We have made incremental progress to date. Mike Scott joined the team to provide direction and expertise in Website development.
- In clarifying Goal 2, the Committee would like for the ICED Website to be more relevant, engaging and a go-to resource for state employees and those interested in becoming state employees.
- Have begun to inventory and make minor shifts.
 - i. New "Resources" tab (used to be called links)
 - ii. Reorganization of content – easier to find.
 - iii. Will look at further changes once current tasks are finished.
 - iv. Thanks to Glenn Minks, Bryant Dunbar, Director Patrick, Eryn Jones, Vickie Simpson, Mike Scott, Donna Hardy and others for expertise and vision.
 1. Donna Hardy: Thanked Stephanie and Mike Scott for their vision to redesign the website and make it more user friendly and relevant. She also thanked Bryant Dunbar for his expertise and invaluable support of the Website.

Goal 3: Create Interagency Equipment Accommodations Transference Process

Chairs: Bill Bogdan & Steven Dennis

- Bill Bogdan: Goal 3 has been anything but reasonable – many twists and turns. Difficult to find the best route to take. The goal has evolved and the work of the committee continues.
 - i. Bill thanked Chet Pinski for his support in contacting the ADA Coordinators. As a result, they received 33 responses regarding the Reasonable Accommodations forms the various agencies used. From this information, they were able to assess that most departments have a standardized form they use so there's no need to re-do the form but to offer a model/sample form if they were looking to revise their current forms.
 - ii. The committee has decided to host a virtual workshop/seminar in April and invite all ADA Coordinators from each department
 - iii. The goal is to introduce them to ICED and find ways to work together collaboratively. Plan to invite a guest speaker from the Great Lakes ADA T.A. Center to address R.A. and Best Practices.
- Steven Dennis: Added that they received so many R.A. forms that they discussed posting a sample of one of the most exemplary forms onto ICED webpage to give coordinators a blueprint or model form.
- Donna Hardy: Thanked Bill and Steven for their work and the evolution of Goal 3 – from inventorying equipment, which was unwieldy, to pivoting to a new focus with incredible leadership and determination.

6. Guest Speaker

- a. **Chris Bond, Statewide Program Manager (*Veterans Outreach & Disabled Workers*)**
Topic: Disability Success Program

Here are some of the highlights from Chris Bond's presentation

1. Chris has been with CMS Bureau of Personnel since 2018 as a Career Services Manager. Last year he became Statewide Program Manager, overseeing both the Disabled Workers and Veterans Outreach Programs. He is a Captain in the U.S. Army Reserves and enjoys trips and family activities with his wife and five children.
2. *The Disabled Workers Trainee Program*
 - a. Was created by statute in 2019 to assist individuals with disabilities and no work experience in gaining employment through an established trainee program.
 - b. The Program is administered by the Disabled Workers Program Coordinator at CMS. The statute requires all agencies over 1,500 employees to hire at least one participant through the program per year. All agencies are encouraged to participate.
 - c. Agencies required to participate: DCFS, IDOC, IDHFS, IDHS, IDOT, IDOR, CMS.
 - d. Trainee Titles eligible for the program: Clerical Trainee and Public Admin Intern.
3. *Successful Disabilities (SD) Opportunities Program*
 - a. Current SD Program qualifications requires applicants to be registered with the Illinois Department of Human Services (IDHS), Division of Rehabilitative Services
4. *Accommodated Testing*

- a. Accommodated Testing is available at all five Assessment Centers across the State (Chicago, Springfield, Marion, Champaign, and Rockford).
- 5. *Alternative Employment Program (AEP)*
 - a. AEP was established, by law, to find alternative employment opportunities for certified employee who are on an approved leave of absence, from an agency under jurisdiction of the Governor, due to a work related or non-work-related disability which permanently and totally precludes the performance of the assigned duties of their current position.
 - b. The employee must have certification from a physician that they are not permanently and totally disabled from performing job duties other than their current position.

After his presentation, Chris answered questions from ICED Committee Members.

7. Reflections of Annual Awards Celebration Event

- i. Donna Hardy: The ICED Awards Ceremony was an overwhelming success. There were exceptional honorees this year. Our guest speaker, Carol Lipari, from Access Living gave a powerful and inspiring keynote address.
- ii. The 2025 Celebration will be held in Springfield.

8. Old Business

- a. Director Bennett:
 - i. There are four vacancies for Employees with Disabilities. We are working to fill the with Lee LoBue
 - ii. We will work with the Department of Revenue to recruit potential candidates. Nominations are welcome please send to Xavier, Donna, or Director Bennett

9. Public Comment

- a. None

10. Future Meetings

- a. We will vote on our 2025 schedule at our next meeting, February 6, 2025.
- b. Annual event will not be on the first Thursday of October due to the Holiday.

11. Adjournment

- a. Director Bennett wished everyone a Happy New Year.
- b. Motion to Adjourn: Director Patrick
- c. Motion Seconded: Glen Minks
- d. None opposed.
- e. Meeting adjourned at 12:21pm on December 5, 2024.