



Meeting Minutes
February 8, 2024 – 11:00am
Hybrid Meeting conducted in person and via WebEx

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>	V	
Attorney General	Kwame Raoul, AG		A
<i>Designee</i>	<i>Judith Levitan</i>	PH	
Central Management Services	Raven A. DeVaugn, Director		A
<i>Designee</i>	<i>Patricia Santoyo- Marin</i>		A
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>	Marriel Hamer		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>	PH	
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>	V	
Veterans Affairs	Terry Prince, Director		A
<i>Designee</i>	<i>Matt Eddington</i>	V	

Employees with Disabilities			
Department	Name		
Central Management Services	Glen Minks	V	
Human Services	Nathan Painter	V	
Human Services	Rahnee Patrick		A
IL Board of Education (ISBE)	Lori Clampitt	V	
Vacant			
Vacant			
Vacant			
Other Attendees			
Abraham Lincoln Pres Lib. & Mus.	Mark Mahoney	V	
Central Management Services	Arthur Sutton	V	
Central Management Services	Chris Bond	V	
Central Management Services	Tasha Hunter	V	
DoIT	Vickie Simpson		A
Employment & Security	Anna D'Ascenzo	V	
Financial & Professional Regulations	Ann Erickson	V	
Human Rights	Chet Pinski	V	
Human Right	Jayden Epps	IP	
Human Rights	Betsy Buttell		A
Human Rights	Bryant Dunbar	V	
Human Services	Casey Burke	V	
Human Services	Caronina Grimble		A
Illinois Council on Developmental Disabilities	Dennis Deany	V	
Illinois Council on Developmental Disabilities	Gary Arnold	V	
Illinois Deaf and Hard of Hearing Commission	Benro Ogunyipe	V	
State Treasurer's Office	Stephanie Kanter		A
State Treasurer's Office	JJ. Hanley		A
Illinois Tollway	Sharon Ferguson	V	
Other Guests:			

1. Call to Order

- a. Director Bennett called the meeting to order at 11:06am on February 8, 2024

2. Roll Call

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

3. Approval of Minutes from December 14, 2023

(Need to make motion to pass December 14, 2023 Minutes at meeting scheduled for April 4, 2024)

4. Approval of Minutes from February 8, 2024

5. Co-Chair Remarks

- a. Director Bennett, Department of Human Rights
- i. *Director Bennett* requested feedback from members on maintaining hybrid meeting format for ICED meetings. He asked for a show of hands from those in favor of continuing a virtual and in-person meeting format. Members present voted unanimously to continue with the hybrid meeting format.
Kimberly Mercer-Schleider, ICDD asked about the Open Meetings Act (OMA) requirements.
Director Bennett shared that IDHR had been exploring options and reviewing the Open Meetings Act requirements. We may be required to do all in-person or all virtual meetings. Hybrid meetings are more sensible because they garner greater participation.
Kimberly informed ICED members they were also looking into the Act for the Illinois Council on Developmental Disabilities (ICDD) meetings. They haven't been afforded the flexibility of hybrid meetings. *Kimberly* agreed to meet with IDHR to review the OMA with in-house council.
Director Bennett shared that they were able to formally establish rules that would allow the continuance of hybrid meetings for the Illinois Commission on Discrimination and Hate (ICDH). They have members who lived downstate. Coming together for in person meetings were nearly impossible, so they had to find a way to keep downstate communities engaged in the work of ICDH
Director Bennett asked members if there were any suggestions for public meeting spaces in Springfield for ICED meetings?
Kimberly Mercer Schleider volunteered their Springfield office as meeting space for ICED meetings.
 - ii. *Director Bennett* requested feedback on restarting the Speaker Series. He met with Secretary Sanjay Gupta, DoIT earlier that morning and suggested as a topic AI and how it impacts people with disabilities.
Anna D'Ascenzo, IDES recommended Neurodiversity in the Workplace. She is part of their agency's DEIA committee and came across an article on neurodiversity in the workplace. This concern is present in the workforce, and we need more information on it. *Anna* suggested the following article:
<https://www.cultureamp.com/blog/neurodiversity-in-the-workplace>
Bryant Dunbar, IDHR suggested IIATA training from Mike Scott and his team at DoIT from the perspective of best practices regarding accessibility and compliance.
Lori Clampitt, ISBE requested we look into a training on "hidden vs visible" disabilities. She is open to collaborating with other agencies.
 - iii. *Director Bennett* shared that Victoria Villalpando, current Director of Public Affairs at IDHR is moving to the Governor's Office on February 15th. She will continue as liaison to Gov's Office for ICED. She's been a member since her days in the Lt. Governor's Office.
 - iv. *Donna Hardy* asked Ann Erickson to introduce herself. Ms. Erickson shared that she's the new Assistant General Counsel at the Illinois Department of Financial Regulations. She works on ADA matters and joined ICED to learn more about what ICED does. She stated she's here to learn.
 - v. *Donna* also acknowledged Sharon Ferguson from IL Tollway as present for the record; as well as Rosemary Laudani from IL Able, Treasurer's Office.
- b. Steven Dennis, Disability Accessibility Assistant Program Manager

- i. *Steven Dennis, Department of Human Services, Division of Rehabilitative Services*, has replaced Director Rahnee Patrick as the ICED Designee for the Department of Human Services. He is looking forward to working with ICED.

6. New Business

- a. An inspirational video featuring Kim Phipps was shared from the 2023 ICED Awards Ceremony
 - i. Employee of the Year, Kim Phipps, Administrative Law Judge, Illinois Department of Employment Security was highlighted. Director Bennett commented after Kim's dynamic speech that she is one of reasons the work we do at ICED is so important.

7. Strategic Planning - 2024 ICED Goals

- a. Review ICED's purpose
 - i. To provide a forum where problems of general concern to State employees with disabilities can be raised and methods of their resolution can be suggested to the appropriate State agencies.
 - ii. To provide a clearing house of information for State employees with disabilities by working with those agencies to develop and retain such information.
 - iii. To promote affirmative action efforts pertaining to the employment of persons with disabilities by State agencies.
 - iv. To recommend, where appropriate, means of strengthening the affirmative action programs of employees with disabilities in State agencies.
- b. A request went out to members of ICED for recommendations for new goals for 2024. The Committee decided it was important to build upon and strengthen current 2023 goals. Donna Hardy emailed members a packet of information in preparation for today's discussions. The following questions were sent for members to consider: Where Are We? Where Do We Want to Go? And What is a Credible Path Forward?
- c. Floor open for comments
 - i. *Anna D'Ascenzo, IDES* would like to see outreach to higher-level staff about the importance of prioritizing accessibility. She would like to see top-down prioritization when implementing new IT systems so that disability and language accessibility are not an afterthought. These important areas should be thought of on the front-end of a project and not the back end as traditionally been the case. Anna talked about too much time is spent on the back end trying to fix things that should have been dealt with on the front end. Anna recommended a presentation to top level staff on prioritizing accessibility.
Anna shared how she had to train and inform managers on what reasonable accommodations were and on the rights of people with disabilities if they have a mental or physical condition. There should be an awareness campaign starting with top-level staff. She shared her work on the Disability Access Coordinator's Committee and building a bridge between ICED so that more work can be done to increase awareness and address some of the ongoing issues. Anna suggested that this could be included as a part of Goal #1 which is primarily about creating more visibility and awareness.
Director Bennett suggested that the Committee explore ways to work more efficiently with the Disability Access Coordinators, building a bridge between their work and ICED would be an important partnership. He also agreed with the need to connect with agency Directors & Secretaries. He will look into this with the Deputy Governor, Grace Hou who has a portfolio of agencies.

Bryant Dunbar, IDHR mentioned the work of the Subcommittee for Goal #2 which includes updates to ICED's Website. He believes updates to the ICED Website could serve as a primary vehicle for increasing visibility and education. The ICED Website could be the landing page, fully populated and serve as the go to resource for employees living with disabilities, important information on reasonable accommodations and for job hunters living with disabilities.

Lori Clampitt, ISBE reiterated support for a leadership awareness campaign & having one voice, consistent materials, and as much as possible buy in from top level staff.

Director Bennett stressed how difficult it was to create statewide standards across all of the agencies and commissions. He talked about the challenges ICED has faced with standardizing Reasonable Accommodations. ICED is going to keep pushing onward until we make it through all of the hoops because there's not one pathway when doing statewide initiatives.

8. ICED Goal Review

1) Develop and Implement an Awareness Campaign for ICED

a. Status:

Chair – Betsy Buttell

- i. One- pager is complete. It's ready to be shared with the Deputy Governors and others. The goal now is building a campaign for statewide distribution. This will be the challenge.
- ii. Current Committee Members were asked for their continued support. New members were invited to join.

2) Build an Online Community Resource Portal

a. Status:

Chair Stephanie Kanter, Co-Chair Bryant Dunbar

- i. Bryant Dunbar shared that the ICED website has grown leaps and bounds in general accessibility. He requested insight from peer agencies regarding best practice in AEM site management. The ADOBE platform will be more accessible moving forward. Coming soon will be interactive chatbots to help with navigation.
- ii. Committee members were encouraged to stay – Mike Scott will join this committee

3) Create Interagency Equipment Accommodations Transference Process

a. Status:

Chair Bill Bogdan, Co-Chair Steven Dennis

- i. Need to coordinate with other agencies to create general process - CMS plays critical role in this function.
- ii. A lot of work has already been done – inviting DHS speaker information on tracking, decision to not move back but track info moving forward.
- iii. Mike Scott agreed to assist in creating tracking system or software.

9. Nomination Committee

a. 3 vacancies

- i. Donna has reached out to Gov's Office about recommendations to fill vacancies.
- ii. She's requesting Committee members to send any recommendations to her regarding potential candidates.

- iii. Anna D'Ascenzo asked if ICED included DoIT since a lot of access concerns are IT related and is the place, we need the most assistance. We need to ensure they are represented.

1. Donna responded that Vickie Simpson & Mike Scott served on ICED.

Donna Hardy – Asked Eryn Jones to acknowledge her presence virtually for the record.

10. Public Comment

- a. Jayden Epps - unmuted Tasha Hunter for opportunity to offer comment.
- b. Chris Bond announced Tasha will be new Coordinator of Disabled Workers program at CMS (replacing Brandon Singer). She should be added to ICED as of 2/16/24.

11. 2024 Meetings

- a. Director Bennett announced the next meeting would be April 4th.
 - i. In-person is available at ICDD in Springfield and in Chicago at 555 Monroe, 7th Floor
- b. They will work to sort through Open Meetings Act
- c. Additional meetings 6/1/24, 8/6/24 and 12/4/24.

12. Adjournment

- a. Director Bennett offered motion to Adjourn
- b. Motion to Adjourn: Kimberly Mercer Schleider
- c. Motion Seconded: Chet Pinski
- d. None opposed
- e. Meeting adjourned at 12:12pm on February 8, 2024