



Meeting Minutes

April 2, 2026 - 11:00am-12:30pm

Hybrid Meeting conducted In-person & via WebEx

Ex-Officio Members	Name	Present	Absent
Co-Chair, Human Rights	Jim Bennett, Director	IP	
<i>Designee</i>	<i>Donna Hardy</i>	V	
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>		A
Central Management Services	Raven A. DeVaugn, Director		A
<i>Designee</i>	<i>Patricia Santoyo-Marin</i>		A
Civil Service Commission	Teresa Smith, Chairman		A
<i>Designee</i>	<i>Alexandra Myers</i>	V	
Illinois Council on Developmental Disabilities	Kimberly Mercer-Schleider, Director	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>		A
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		
Central Management Services	Glen Minks	V	
Human Rights	Xavier Potts	IP	
Human Rights	Chris Reel	V	
Human Services	Nathan Painter	V	
Human Services	Rahnee Patrick		A
ISBE	Michael Keeney	V	
Veterans Affairs	Candace Rudd	V	
Other Attendees			
Abraham Lincoln Pres Lib. & Mus.	Mark Mahoney	V	
Abraham Lincoln Pres Lib. & Mus.	Gloria Legette		A
Central Management Services	Jill Kilroy		A
Central Management Services	Angela Skaar		A

Central Management Services	Chris Bond	V	
Central Management Services	Daniel Lanterman	V	
DoIT	Vickie Simpson	V	
DoIT	Mike Scott	V	
Employment & Security	Anna D’Ascenzo		A
Gov’s Equity Office	Dr. Coleman	V	
Gov’s Equity Office	Alici McNeal	V	
ISBE	Michael Keeney	V	
Illinois Tollway	Sharon Ferguson		A
Human Rights	Chet Pinski	V	
Human Rights	Bryant Dunbar		A
Human Right	Betsy Buttell	V	
Human Rights	Dr. Chris Smith	V	
Human Rights	Marcio Mendoza	V	
Human Rights	Celeste Sanchez	IP	
Human Services	Casey Burke		A
Human Services	Caronina Grimble	V	
Human Services	Kerry Obrist	V	
State Treasurer’s Office	Stephanie Kanter		A
State Treasurer’s Office	JJ. Hanley		A
Other Guests:			
	Teresita Gonzalez	V	
Tollway	Jasmine Sims	V	

Present: In-Person (IP); Virtual (V); Phone (PH)

1. Call to Order

- a. Director Bennett called the meeting to order at 11:03am on April 2, 2026

2. Roll Call

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

3. Prior Minutes

- a. Director Bennett
 - i. Motion to approve minutes for 2/5/25
 1. Motion to Approve: Xavier Potts
 2. Motion Seconded: Chet Pinski
 3. No additions or changes
 4. None opposed

4. Co-Chair Remarks

- a. Director Bennett

i. Disparate Impact

1. Working to enshrine the tool of disparate impact into the Human Rights articles. It has already been done in housing, but not in other areas such as employment and public accommodation.
2. Disparate impact is a tool, established alongside the Civil Rights Act, that makes illegal any restrictions that disproportionately harms one protected group more than others (e.g. a restriction on hair styles that primarily affects Black individuals)
3. There are implications for the disability community in that restrictions such as drivers license requirements and weightlifting requirements (in cases where these requirements are not indicative of the true needs of the job) could be found discriminatory.
4. In April, the federal government put out an Executive Order banning the use of Disparate impact. This order does not hold the weight of law but is nonetheless impacting IDHR as HUD and EEOC are not accepting cases where disparate impact is used in the decision.

b. Steven Dennis

- i. Braille printer arrived in the Springfield DRS office. There is now one in Springfield and Chicago.
- ii. Established a new workforce group that, on a monthly basis, works with people who utilize screen readers to bridge the gap between users and non-users.

5. Guest Speaker – Mike Scott (DoIT Disability Accessibility Program Manager)

- a. The DoIT accessibility page can be found at the following link: [Accessibility](#)
- b. The enforcement deadline for the DOJ Rule on Web Accessibility takes effect on April 24, 2026. This requires all state and local governments to ensure that their web presences are accessible to people with disabilities.
- c. DoIT also offers a wide range of accessibility guides for electronic documents. Those guides can be found at the following link: [Accessibility Guides](#)
- d. The DoIT Accessibility Sharepoint site offers all of the information above, as well as a sign-up link for training, and the Siteimprove Scorecard which tracks the accessibility of state websites.
 - i. Please monitor where your agency falls on the scoresheet, and if you are below the mid-90's, please push for updates, and reach out to Mike and DoIT for help.
- e. While the aforementioned rules directly apply to state and local governments, they also carry over to the websites of any third-party organizations IF the state is directly asking them to post something on their website/create a document or report. Especially if the requested service is paid.
- f. For the agencies using Adobe Experience Manager (AEM) hosted by DoIT, there are still some issues being fixed. It is unlikely that all fixes will be made by the April 24th deadline, but fixes are in progress.
- g. All guidance from the DoIT website is public facing and can be shared with any third-party partners.

6. New Business

a. Agency Updates

i. Stephanie Kanter – Treasurer's Office

1. Illinois ABLE Accounts – Eligibility requirements have been expanded. On January 1, eligibility was expanded from those with onset of disability before age 26, to those with onset of disability before age 46. This means that 250,000 more individuals in the state of Illinois will qualify for this tax advantaged saving and investment account.

b. Committee Updates

- i. The Interagency Committee on Employees with Disabilities is fully staffed for the first time. We have added 3 new employee members.
 1. Candice Rudd – HR and Recruitment Specialist from the Department of Veterans Affairs
 2. Mike Keeney – Principal Consultant of Low-Incident Disabilities at ISBE
 3. Chris Reel – Director of Public Affairs at IDHR
- ii. Name Change
 1. Proposed Name: Accessibility Committee for Employees with Disabilities (ACED)
 2. The name change needs to be approved by the assembly, so it has been folded into a larger omnibus name change/committee cleanup bill. It would go into effect July 1.
- iii. Leadership Transition
 1. Donna Hardy will be stepping back from her key coordination role, but staying on the committee as a participant throughout this year. Xavier Potts will be picking up her leadership role.
 2. Director Bennett thanks Donna for her years of dedicated service to the Committee, building it up and driving it forward year after year.
- iv. Subcommittee Participation Vote
 1. Donna Hardy and Marcio Mendoza led a poll where individuals on the call could select which subcommittee they would like to be a part of.
 2. **See April 2, 2026 Minutes for details on the subcommittee focus areas**

7. Old Business

- a. None

8. Public Comment

- a. Megan Koch – Department of Public Health
 - i. Joining an ICED meeting for the first time, just recently found out about the committee. Excited to continue attending and staying informed.

9. Future Meeting Schedule – All Meetings 11:00am-12:30pm

- a. 6/11/26
- b. 8/20/26
- c. 10/8/26 (Annual Celebration Event – Chicago, 12:00pm-1:00pm)
- d. 12/3/26

10. Adjournment

- a. Director Bennett offered motion to Adjourn
 - i. Motion to Adjourn: Xavier Potts
 - ii. Motion Seconded: Chet Pinski
 - iii. None opposed
- b. Meeting adjourned at 12:15am on April 2, 2026