

## **ICED Meeting Minutes**

130 W. Mason, Room 104, Springfield

100 W. Randolph, Room 9-035, Chicago

February 4, 2015

1:30 p.m.

### **Attendance**

Fred Stewart, CMS

Susan Allen, DHR

Catherine Collier, DCFS

Christina Griffin, CMS

Randy Boschulte, DCEO

Karl Moulton, DES

Ruby Taylor, DVA

Brandy Hayes, DHHC

Margie Harkness, CDD

Bill Bogdan, SOS

Debbie Johnson-Small, DHS

Kelly Cunningham, DRS

Diane Crutcher

Martha Younger-White, DHS

Francisco Alvarado, DHS

Deb Matthews, UIC

David Hernandez, CMS

Carlos Charneco, CMS

Erik Cozzolino, CMS

Sue Masten, DHS

Barbara Peake, DHS

Anna D'Ascenzo, DES

Gia Orr, GAC

### **Approval of December, 2014 Minutes**

Karl made a motion to accept the minutes from the December 2014 meeting and Francisco seconded the motion. The membership unanimously approved the motion. Fred had a question regarding the minutes and said he would send Susan an e-mail regarding it.

### **Work Group Reports**

#### **Internship Program for College Students with Disabilities**

**Martha reported that her group had met in January with John Marchioro and Beth Scholten of DHS. They are looking at ways to work more collaboratively and John was looking at the possibility of Ticket-to-Work funding. Another thing that Martha felt might provide funding was the reauthorization of the Workforce Act. She noted that they need to identify whom they need to meet with regarding this. She stressed that they need better recording and more structure in this project. Christine will follow up with Wendy Butler to see what progress she had made on this prior to taking her new position.**

#### **Education/Training**

The Disabled Hiring Initiative Committee will be hosting two webinars on March 17 at 10:30 and 1:00. These webinars will be aimed at persons with disabilities who are seeking employment with the State of Illinois. There will be a discussion regarding programs in state government for employees with disabilities and an explanation of the procedures for obtaining government employment. Susan mentioned that many entities are posting web training documents that people can visit at any time and suggested that ICED could do this on a variety of topics. A blog was also mentioned as a possibility. Karl said he would look into getting free marketing, such as PSAs on disability issues. Linked-In was also mentioned as a good resource and using social media such as Facebook and Twitter to reach a younger audience.

## **Awards Committee**

The awards ceremony will take place on May 19, 2015 beginning at 2:00 p.m. at the Historic Preservation Agency's great room. The governor has been invited to take part. There are six categories of awards and these have been posted on the ICED website and the Human Rights website. Susan reported they would like to have an employee with a mental health disability make a presentation during the program this year. Members will be providing the refreshments. Francisco brought up the issue of travel and employees not being allowed to travel for non-work related events. Susan said that this had not yet been considered and they would look into this and alternative ways of holding the ceremony. Karl stated that he felt video capability would be a very good way to increase attendance if it were possible to hold the ceremony this way.

## **Affirmative Action**

It was reported that CMS issues quarterly reports on the number of employees with disabilities and currently over 7% of employees report having a disability. The disability survey process has not been conducted for 2015 as yet. Susan said all employees are asked to at least open and close the survey page, to show they had the opportunity to disclose a disability if they chose to. They do not have to complete it, just open it and close the survey web page.

## **Publications/Website**

It was reported that Dave Haley has plans for redesigning the website. Eric is the newsletter editor and has developed a focus for this issue on two things: 1) the administration's plans on disability-related issues and 2) domestic violence involving people with disabilities and resources that are available to employees through the Department of Justice. He is also planning to talk to the new ICED chairs about their plans for the Committee.

## **Accessibility of Leased Space**

David Hernandez from CMS attended the meeting and spoke about CMS' role in leasing of space and implementation of ADA standards in leased space. It was stated that the site review and accessibility review are not done the first thing and that no signature from the building owner assuring accessibility is required. David also stated that property owners could not be forced to make buildings accessible. This statement was challenged and Martha stated that accessibility was previously addressed at the beginning of the process and asked if a preliminary checklist would be acceptable. David said he was not authorized to implement this practice; he would have to present it to his superiors for approval. It was suggested that violations of the lease should be used as a bargaining chip – if buildings were not made accessible the state would either

not sign the initial lease or renew current leases. The issue of snow removal and piling snow in accessible parking spaces was also brought up. It was noted that this is now illegal and can be the subject of punitive damages. Susan said she would forward all the materials and information discussed at the meeting to David in an attempt to increase accessibility of all state-leased space.

### **Other Business**

Martha reported that there have been two complaints about videos from the governor's office that were not captioned for the deaf and hard of hearing. Brandy noted that the State of the State address was captioned. Martha reported that they had just gotten transcripts of the message that was sent out to all state employees and the inauguration.

The next meeting will be April 1, 2015, at 130 W. Mason in Springfield. The Chicago location will be at DES, a new venue, and information on the meeting will be sent out prior to the meeting date.

Submitted by,

Barbara Peake