

ICED Meeting Minutes

130 W. Mason, Room 104, Springfield

100 W. Randolph, Suite 10-233, Chicago

February 3, 2016

1:30 p.m.

Rocco J. Claps, Director, Department of Human Rights, designee, Susan Allen, present

James Dimas, Acting Secretary, Department of Human Services, designee, Francisco Alvarado, present

Sheila Romano, Director, Council on Developmental Disabilities, designee Margaret Harkness, present

Jesse White, Secretary of State, designee William Bogdan, present

Erica Jeffries, Director, Department of Veterans' Affairs, designee Greg Dooley, present

Michael Frerichs, Treasurer, designee Rosemary Laudani, present

Lisa Madigan, Attorney General, designee Vickie Simpson, present

Roger Branson, Department of Human Services

John Nelson, Department of Revenue

Brandy Hayes, Deaf and Hard of Hearing Commission

Barbara Peake, Department of Human Services, taking minutes

Wanda Satkas, Department of Human Services

Catherine Collier, Department of Children and Family Services

Debbie Johnson-Small, Department of Human Services

Sue Masten, Department of Human Services

Kimberly Mercer, Chicago Public Schools

Gia Orr, Guardianship & Advocacy Commission,

Robert Griffith, Department of Human Services

Nicholas Hengels-Chinn, Guardianship & Advocacy Commission

Martha Younger-White, Department of Human Services

Marian Honel, Department of Human Rights

Matt Hiller, Department of Commerce and Economic Development

Carlos Charneco, Department of Central Management Services

Approval of December 2015 Minutes

Matt Hillen made a motion to approve the minutes. Martha Younger-White suggested re-wording part of the section on internships. Robert Griffith seconded the motion to approve, and the motion passed.

Work Group Reports

Internship Program for College Students with Disabilities

Martha Younger-White reported that the Internship Program Re-Structuring Work Group met to discuss referral procedures and how to ensure rehabilitation counselors will be able to meet short time frames. The Department of Revenue discussed job requirements with DRS representatives so that appropriate referrals could be made.

Education/Training

A webinar on the Successful Disability Opportunities program co-sponsored by the Department of Central Management Services and ICED is scheduled for March. ICED is working on a series of disability videos with Matt Hillen, of the Department of Commerce and Economic Opportunity, and Rachel Weisberg, of the Illinois ADA Project. The plan is for the videos to be posted to the workNet site and archived. Also in March, Vickie Simpson, of the Attorney General's office, will present a program on the Environmental Barriers Act and the Illinois Accessibility Code.

Awards Committee

A meeting has been held to start discussion on this year's awards ceremony. The award ceremony will be held May 11, 2016, at 1:30 p.m. at the State Library. The formal program will consist of presentations from the new Constitutional Officers and agency Director. The Illinois School for the Visually Impaired (ISVI) choir has been asked to perform.

Affirmative Action

The process is beginning now for the online disability survey. Susan reported on Successful Disability (SD) Opportunity program hires in 2015 (16) and 2014 (48). The reason for the decline in placements is primarily the lack of a budget and fewer overall state hires. The Department of Veterans' Affairs was congratulated for its two SD hires this quarter. Martha Younger-White asked if the Department of Human Services is still giving first priority to the SD list, and Susan responded that this was her understanding. Susan agreed to check on that.

Publications/Website

A special edition of the newsletter was published on reasonable accommodation; it was posted on the website and sent out to interested parties. The FY15 Annual Report is at the Department of Human Services for design purposes and printing.

Internship Presentation

Kimberly Mercer from the Chicago Public Schools was a special guest and spoke to the group about internships. Martha Younger-White introduced her.

Kimberly thanked Martha for being so supportive and talked about their program, which began as a summer program and developed beyond that boundary. They support a group of students at transition level. Kimberly said they are looking for a position with regular job duties on a consistent basis for 6 to 8 weeks and that would involve skill building. Navy Pier was one of the first employers and they have now built a classroom and involve students in event planning, set-up and break down. Several other sites, including Shedd Aquarium, are now building classrooms. Kimberly emphasized that employers are more eager to hire students with disabilities if they see that they have some experience. "One Summer Chicago", run by the Mayor's Office for People with Disabilities, funds the internship program and has approximately 15 openings. Susan noted that ICED has had an internship program for many years and encouraged Kimberly to send her information on the Chicago program, and she would get it out. Brandy asked if Kimberly had ever considered reaching out to the School for the Deaf.

DHR Discrimination Study Presentation

Marion Honel, of the Department of Human Rights, spoke to the group about a Discrimination Study the agency is conducting. Marion wanted to make sure that anyone who knows about the study that might want to be in a work group has a chance. She said right now they are just trying to get a scorecard on where Illinois is right now in regards to discrimination. All of the information on this group and the study is on the DHR website.

ICI and State Agency Accommodations

The issue of reasonable accommodation and agency use of Illinois Correctional Industries (ICI) was discussed. It was stated that chairs are the only item being used and these may not accommodate all needs. Sue Masten gave the report and said nothing is being procured now due to the budget impasse. The chairs that ICI manufactures do not meet the needs of all individuals who need accommodation. They are built from kits. The question of whether there were contracts for chairs, as there had been in the past, through CMS. Sue said that these contracts have been terminated. Sue stated that a waiver must be obtained to purchase outside of ICI and there are many restrictions, such as the business must be a small business or minority-owned. Susan asked whether state agencies have been delayed in accommodating employees due to the budget impasse. There could be a liability issue because of failure to accommodate. DHS has begun the process of sending letters assuring the applicant that their request is being worked on. It was suggested that agencies might be able to recycle equipment, either within an agency or between agencies. It was agreed to approach CMS with some of these recommendations asking Fred Stewart and Jaci DeBrun for assistance. Francisco agreed to reach out to the Illinois Technology Program, and Susan also recommended speaking with the CMS Warehouse about identifying equipment as being used for accommodation purposes.

Next ICED Business Meeting

The next regular meeting will be April 6, 2016.

Submitted By,

Barbara Peake