

## **Interagency Committee on Employees with Disabilities (ICED)**

**130 W. Mason, Room 104, Springfield  
JRTC, 100 W. Randolph, Room 10-233, Chicago**

**October 5, 2016, 1:30 p.m.**

### **Meeting Minutes**

#### **Attendance**

Susan Allen, Department of Human Rights designee, present

James Dimas, Secretary, Department of Human Services, designee, Francisco Alvarado, absent

Wanda Satkas, Department of Human Services, via teleconference

Catherine Collier, Department of Children and Family Services, via teleconference

Randolph Boschulte, Department of Commerce and Economic Opportunity

Alice Minter, Department of Human Services

Lana Peterson, Treasurer's Office, designee, via teleconference

Tania Morawiec, Department of Human Services, Employment First, via videoconferencing

Margaret Harkness, Council on Developmental Disabilities designee, present, via videoconferencing

Jaci DeBrun, Department of Central Management Services' designee, present

Anna D'Ascenzo, Department of Employment Security, via teleconference

Roger Branson, Department of Human Services, via teleconference

Catherine Collier, Department of Children and Family Services, Employee member, present via teleconferencing

Greg Dooley, Department of Veterans' Affairs, designee, present

Andrew Barris, Civil Service Commission, designee, present via teleconferencing

William Bogdan, Secretary of State's Office, designee, present via teleconferencing

Vickie Simpson, Attorney General's Office, designee, present via teleconferencing  
Pam Volz, Comptroller's Office, designee, present via teleconferencing

Kim Alexander, LLCC

Ennedy Rivera, Lieutenant Governor's Office designee

Martha Younger-White, Department of Human Services

Matt Abrahamson, Department of Human Services

The ICED meeting began at 1:30 p.m. with introductions and approval of the August minutes. Anna D'Ascenzo motioned to approve minutes, and Randy Boschulte, seconded the motion. The August 2016 minutes were approved unanimously.

### **Use of Alternative Months for Special Events**

January, Sharon Rennert, EEOC, on reasonable accommodation

March, Vickie Simpson, A.G.'s Office, EBA and IAC

Both Events were very informative and helpful. In November, DHR Chief Legal Counsel Ngozi Okorafor will discuss Disability Investigation under the Illinois Human Rights Act. This webinar/teleconference will be available to State employees and interested parties outside State government. Susan suggested continuing these informational programs throughout the year.

### **WORK GROUPS**

#### **Internship Program**

Martha Younger-White reported that 3 Internships was secured through One Summer Chicago, and that the salaries for these interns were paid by the City of Chicago. One internship was with Corrections, and two internships were with DHS. Next year a plan is to increase placements. The One Summer Chicago Program has already reached out to the State of Illinois. The intern that worked with Martha's Unit is working to secure full-time employment through Access Living. The Chicago Public Schools will host a Transition Fair at the South Shore Cultural Center on October 28<sup>th</sup> for over 400 students with a disability this month. They are looking for state agencies and employers to staff tables at the event.

In March 2017, a Job Shadow Day will be sponsored by the Mayor's Office for People with Disabilities that involves hosting a student with a disability for one day. Discussion about the event ensued regarding ICED's participation, and a recommendation was made that the Constitutional Officers and agency directors serving on ICED participate in the Job Shadow Day by hosting a student. Martha will send out information about the event once it is available to facilitate ICED's participation. The One Summer Chicago 8-week internship will begin the summer of 2017. If you are interested in a Job Shadow Day or the Students with Disabilities Internship program, please let Martha know.

IDHS will be hosting a National Disability Employment Awareness Month event at the Clinton Building in October. More details will be sent to ICED members.

### **Mentoring**

Tania Morawiec, who is heading up a mentoring work group for ICED, reported on the group's progress. The plan is to solicit support from the Governor's Office for a mentoring program in the State. Tania reported that Virtual Mentoring seems to be the best option for ICED. Lore Baker, who is Tonia's supervisor, thought that this would be a great pilot program. The outcome of a pilot program could be a wider effort across State government. Tania has been pursuing mentoring initiatives within DHS. She spoke with the Secretary, and DHS might be interested in hosting an intern or a student for a day for job shadowing. Tania will contact Martha for information. Tania put together a series of recommendations for the Disability Employment Awareness Month recognition.

### **Affirmative Action Monitoring/SD Hires**

Susan reported that 74% of State workers have participated in the online disability survey, and 6.8 percent of State Employees have a disability.

Jaci DeBrun shared with the group that we are on track to have a good year for Successful Disability Opportunities program hires. 34 SD hires have been made through the program from January through September. DHS has the most SD hires (23). Veterans Affairs, DCF, Revenue and Public Health all had SD hires. Greg Dooley, of the Department of Veteran Affairs, said his agency is very satisfied with its SD Hires; he said "they are outstanding".

Jaci and Susan promote the SD program by meeting with agencies and encouraging them to use it. Tania wanted to know what titles are used in the SD program. Jaci said there are a variety of titles in the program; she listed a few - Support Workers, Clerical, and Adjudicators Any Open Competitive titles are eligible for the program. Susan said that Jaci is a good advocate for the program.

### **Publications**

An issue of ICED NEWS was distributed in September. The issue was posted on the ICED website. Three issues in total have been distributed this year, and one more issue this year is expected to be released. The FY16 Annual Report has been drafted and reviewed.

### **Training**

Sharon Rennert, of EEOC, presented a webinar on "Leaves of Absence," October 4, 2016 at 2:00 p.m., which was the latest webinar sponsored by the Committee. ICED members said the webinar was worthwhile. Handouts from the program are on the ICED Website. This program was well-attended... Susan thanked Matt Abrahamson, Sue Masten and TJ Schlouski for assisting with the "Leave of Absence" webinar.

### **Awards Ceremony**

Wanda Satkas (herself a former a recipient) will work on the Awards Program and Catherine Collier and Bill Bogdan will assist. Susan will ask Gia Orr and Brandy Hayes, who have worked on the awards program previously, to assist this year as well.

### **Other Business**

Debbie Johnson-Small who retired earlier this year, was ICED's Ethics Officer. Now the Interim Ethics Officer is Ngozi Okorafor, who is the Department of Human Rights' Chief Legal Counsel and Ethics Officer.

Meeting dates and locations for calendar year 2017 have been arranged. The list has been emailed to members by Susan. Interpreters for these meetings have been scheduled.

Some individuals have nominated themselves for consideration by the Governor for appointment to ICED. The next step is review of these candidates by the Governor's Office. There are six Employee member vacancies on ICED.

Martha will send Susan information about activities for National Disability Employment Awareness Month, which can be posted on the webpage. Tania mentioned a couple of interesting upcoming events dealing with disability that could be posted on the website.

The meeting was adjourned. The next ICED Meeting is scheduled for December 7, 2016 at 1:30 p.m... The locations and call-in numbers will be the same as for this meeting.

Submitted By,

Alice Minter

