

## **ICED Meeting Minutes**

130 W. Mason, Room 104, Springfield  
 100 W. Randolph, Suite 5-300, Chicago  
 April 2, 2014  
 1:30 pm

### **Attendance**

Rocco J. Claps/Director, Department of Human Rights/Susan Allen, member designee/present  
 Michelle R.B. Saddler/Secretary, Department of Human Services/Francisco Alvarado/absent  
 Garrett FitzGerald/ Chair, Civil Service Commission member/Andrew Barris/designee/present, (telephone)  
 Erica Borggren/Director, Department of Veteran Affairs/ Fee Habtes, member designee/absent  
 Simone McNeil/Acting Director, Department of Central Management Services/Wendy Butler, member designee, present  
 Debbie Johnson–Small/Department of Human Services, Employee member, present (telephone)  
 Catherine Collier, Employee Member/present (telephone)  
 Karl Moulton, Employee Member/present  
 Chimaobi Enyia, Department of Central Management Services, present  
 Brandy Hayes, Commission on Deaf and Hard of Hearing/present  
 William Bogdan, Secretary of State/present (telephone)  
 Margaret Harkness, Council on Developmental Disabilities/present (videoconferencing)  
 Caroline Alamillo, Department of Employment Security/via telephone/present  
 Wanda Satkas, Department of Human Services/present (telephone)  
 Jacob Hickey/Guest/Public/, present (videoconferencing)  
 Debra Matthews, UIC Division of Specialized Care for Children

Susan Allen began the meeting after she established there were enough members present for a quorum. The meeting began at 1:35 p.m. Everyone present and on the phone introduced themselves. Susan said that some agenda items would be taken out of order to accommodate members' schedules who were reporting on those items.

### **Approval of February 5, 2014 Minutes**

Wendy Butler moved that the minutes from the February meeting be approved. Karl Moulton seconded the motion, and it was passed unanimously.

### **Work Group Reports**

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

Carlos Charneco reported on the status of this year's internship program. A letter is ready to go out to agency directors, and a program fact sheet ready to go out to the Division of Rehabilitation Services and disability programs at Illinois colleges and universities.

### **Education/Training**

Wendy Butler reported on two webinars that the Department of Central Management Services co-sponsored with ICED. The webinars concerned the Successful Disability Opportunities program and featured Jaci DeBrun, of CMS, a Division of Rehabilitation Services' counselor and a state employee hired through the SD program. Registration in the program exceeded 100 people, which is the maximum for the software. A second webinar on the same subject was held to accommodate additional participants. A third webinar on the subject will be held to make a recording and post on the website.

William Bogdan reported on a webinar sponsored by ICED on March 24, 2014 dealing with employment rights. The speakers were Rachel Weisberg, an Equip for Equality attorney, Department of Human Rights Director Rocco Claps, ICED Co-Chair, and Sue Masten, of the Department of Human Services, who served as moderator. The program went smoothly and attracted nearly 90 people. William Bogdan, Sue Masten, and Susan Allen served on the education and training work group, which planned this webinar. William and Susan said Ms. Weisberg did an excellent job.

### **Awards Committee**

Wanda Satkas reported on the work of this group. The planning group is made up of Wanda, Catherine Collier, Brandy Hayes, Robert Griffith, and Susan Allen. The ceremony will be held May 20, 2014 at 1:30 p.m. at 313 S. Sixth Street in Springfield. The agenda has been developed for the event, including a demonstration by Susan Shaw, a caterer with a disability – who will also provide refreshments for the ceremony. The awards categories are: Employee, Agency, Advocate, Non-profit, Media, and Legislator. Awards will also be presented to agencies that have participated in the Successful Disability Opportunities program. A disability history quiz will be conducted by Teresita Gonzalez with candy prizes provided by Catherine Collier. Catherine asked whether she could distribute information about the program to people within the Department of Children and Family Services, and Susan Allen said that all members should help disseminate information about the ceremony. Everyone is welcome to attend. Some discussion followed about the Legislator of the Year category, and it was agreed that Representative Golar, who is the House sponsor of the ICED bill to expand membership, should be considered. Members said that her assistance has been very valuable, and the Representative showed commitment to disability issues in choosing as one of two bills she can introduce the ICED bill. Williams Bogdan said Representative Golar also sponsored the Employment First legislation. Wanda said that information about award winners will be sent out to members in advance of the ceremony.

### **Affirmative Action**

Susan Allen reported on the status of the online disability survey which all state employees participate in. The survey process for 2014 has just begun. At this point, 21% of the almost 56,000 state employees covered by the survey requirement have participated in the survey, and 4% have skipped the survey, which is their right to do. Susan said a participation rate of 80% or more is hoped for.

**Publications/Website**

Susan Allen reported that an issue of ICED NEWS has been prepared and sent to members for comment. Erik Cozzolino, previous ICED intern and current DHS employee, assisted Susan with the newsletter. Once it is ready, the newsletter will be sent out broadly through electronic means.

Susan also reported that CMS, specifically Dave Haley, is working on the ICED website. It is a big project, but progress has been made. Dave posted the agenda for this meeting, which is required under the Open Meetings Act. Wendy Butler asked if Susan would continue to be the contact for ICED in regards to the website, and she said she would

**Other Business**

The FY 2013 annual report has been completed and sent out as required.

Susan Allen discussed the status of HB4665, which would expand ICED membership to include the Constitutional Officers and the Council on Developmental Disabilities. The bill would originally have amended the Personnel Code, but it was amended to be a part of the Human Rights Act. William Bogdan said members and supporters can go online to complete a witness slip in support of the bill. Williams said he had done so, and Susan Allen said she completed a witness slip in support as well. Wendy Butler said it is important for members of the Constitutional Officers' agencies to support the bill.

Jake Hickey, a member of the public, who had requested time to address the Committee, spoke about problems he learned about while he worked for the state, specifically that low-vision employees have been required to use special software in lieu of a CCTV. Some of these employees were suspended for the way they used email messages according to Mr. Hickey, who served as an AFSCME steward. Other problems that Jake mentioned were: sign language interpreters not being identified before they provided services, and that interpreters who were instructed not to interpret side conversations. Mr. Hickey said that sexual harassment training is provided, so why not disability awareness training as well. Susan Allen said that the sexual harassment training is provided pursuant to an Executive Order. Susan asked Brandy Hayes, of the Deaf and Hard of Hearing Commission, whether her agency could look into the issues Jake raised in regards to interpreters. Brandy asked Jake whether he would email DHHC his concerns, and he said he would. Susan asked whether a webinar training program for AFSCME stewards about disability issues in employment would be helpful. Such a program could be held next year. Wendy Butler said the CMS labor relations might be willing to participate in the training program.

Karl Moulton moved for the meeting to be adjourned. The motion was seconded by Wendy Butler, and it passed.

Submitted by,

Susan Allen