

**Interagency Committee on Employees with Disabilities (ICED)
130 W. Mason, Room 104, Springfield, IL
JRTC, 100 W. Randolph, Room 10-233, Chicago**

December 7, 2016, 1:30 p.m.

Meeting Minutes

Attendance

Susan Allen, Department of Human Rights designee, present
Abdi Maya, Department of Human Rights designee, via teleconference
Janice Glenn, Director of the Department of Human Rights, chair, via teleconference
Rosemary Laudani, Office of the Treasurer, via teleconference
Kimberly Mercer-Schleider, Director of the Council for Developmental Disabilities, via teleconference
Wanda Satkas, Department of Human Services, via teleconference
Randolph Boschulte, Department of Commerce and Economic Opportunity, present
Alice Minter, Department of Human Services, present
Jaci DeBrun, Department of Central Management Services' designee, present
Roger Branson, Department of Human Services, via teleconference
Greg Dooley, Department of Veterans' Affairs, designee, present
William Bogdan, Secretary of State's Office, designee, via teleconferencing
Vickie Simpson, Attorney General's Office, present
Kim Alexander, LLCC, present
Ennedy Rivera, Lieutenant Governor's Office, via teleconference
Martha Younger-White, Department of Human Services, via teleconferencing
Mariel Hammer, Chicago Public Schools, via telephone
Ngozi Okorafor, Department of Human Rights, via telephone
Chelsea E. Jones, Southern Illinois University, via telephone

ICED meeting began at 1:30 p.m. with approval of October minutes. Vickie Simpson motioned to approve minutes, Greg Dooley, second the motion. October 2016 minutes were approved unanimously.

Director Janice Glenn, DHR acknowledged Susan Allen's leadership and retirement after 37 years. Effective January Abdi Maya, of DHR, will be transitioning into Susan's role with ICED. The Director acknowledged the Leadership and retirement of Jaci DeBrun.

The Director also acknowledged new members Kimberly Mercer-Schleider, the Council on Developmental Disabilities Director and the new Comptroller- Susanna Mendoza.

ICED 2016 Training

January, Sharon Rennert, EEOC, on reasonable accommodation
March, Vickie Simpson, A.G.'s Office, EBA and IAC
October, Sharon Rennert, EEOC, Leave of Absence
November, DHR Chief Legal Counsel Ngozi Okorafor, Investigating Disability Discrimination
The November training was put on the website. Randy shared with many State wide. Greg acknowledged that the last training was very helpful for him it was great information.

WORK GROUPS

Internship Program

Director Mercer-Schleider gave insight as to her experience with a recent intern. Director Mercer-Schleider said the Intern uses many skills and is helping the agency stay more efficient. She also spoke of Intern-sharing for small Departments willing to share and help intern in their learning and development of interpersonal skills. She mentioned that individuals with a disability are more than twice less likely to enter the workforce. Skill-building internships (not paid) can lead to valuable employment by providing exposure.

Mariel Hamer of CPS, stated that for One Summer Chicago, there are about 3500 participants, ages 18 to 22, who are completing high school requirements. She mentioned a great need for internships, and they provide work experience. One Summer Chicago provides a financial stipend which is offered from the city funds. Mariel provided data obtained from the Chicago Public Schools.

Martha Younger White, lead on the Internship Work Group, mentioned that she will provide more information on job shadow day. She said that in the past, CMS has provided notice of when intern title has been posted for hire and it is given to DRS counselors to identify candidates. A mechanism which ICED can monitor is when they apply they are hired. An ICED option has been discussed, this would be a way to monitor the disabled interns.

Mentorship Program

Tania is chairing the Mentorship Workgroup. Tania was not at meeting.

Affirmative Action Monitoring/SD Hires

Disability survey has received 74% participation. There were approximately 40 SD Hires for the year. Jaci reported 2 new hires for the month of November. DCEO is interested in hiring people with disabilities. Susan and Jaci are meeting with DCEO.

Publications, ICED NEWS, FY16 Annual Report, Website

ICED Annual Report is in Final Editing. Matt Abramson is assisting with it. ICED brochure on the CMS website has been removed from website due to outdated information.

Awards Program

January is the month that the committee usually starts planning of the Awards Program. Listed for Participation - Wanda Satkas, Brandy Hayes, William Bogdan, Catherine Collier, Gia Orr, Ennedy Rivera.

Other Business

ICED had an idea of a video on disability topics but did not have the funds. Chelsea Jones of Southern Illinois University reported on the DEI Video Project, that consists of videos on disability employment topics. There are about 53 videos that consist of a wide variety of topics. They require subject matter experts and will need help in reaching out to State agencies to start the filming process. Videos will be posted on YouTube and other websites once completed. Funding for this project is obtained through the Federal Government.

Membership

Susan encouraged State Employees with disabilities to become a member.

The meeting was adjourned. The next ICED Meeting is scheduled for February 1, 2017 at 1:30 p.m.