

ICED Meeting Minutes

130 W. Mason, Room 104, Springfield

100 W. Randolph, Suite 5-300, Chicago

August 6, 2014

1:30 p.m.

Attendance

Susan Allen, DHR

Fred V. Stewart, II, CMS

Barbara Peake, DHS

Teresita Gonzalez, DCFS

Bob Griffith, DHS

Wendy Butler, CMS

Karl Moulton, IDES, DVOP

Randy Boschulte, DCEO

Lori Tinsley, Illinois State Treasurer

Fee F. Habtes, IL Dept. of Veteran's Affairs

Jason Brewer, IL Dept. of Natural Resources

Deb Matthews, UIC –SCC

Brandy Hayes, IDHHC

BY PHONE

Drew Barris, Civil Service Commission

Bill Bogdan, Secretary of State's Office

Catherine Collier, DCFS

Sharon Howerton

Sue Masten, Department of Human Services

Deborah Johnson-Small, Department of Human Services

Erik Cozzolino, Department of Human Services

IN CHICAGO

Benro Ogunyipe, DHS/NCD

Margie Harkness, ICDD

Francisco Alvarado, DHS

Wanda Satkas, DHS, OCAPS

Caroline Alamillo, DES

Susan Allen called the meeting to order and asked for introductions of those present.

Approval of June, 2014 Minutes

There was no discussion of the minutes and a motion was made to accept the June minutes by Karl Moulton. The motion was seconded by Fred Stewart, and it passed.

PRESENTATION

Benro Ogumyipe of DHS was appointed to the National Council on Disabilities by President Obama in April of this year and gave a presentation on the goals and mission of the prestigious group.

Benro is one of 13 new members. The terms are 3 years with the possibility of a second 3-year term. The National Council advises the President, Congress, and

federal agencies on anything affecting persons with disabilities. The headquarters is in Washington D.C. The Council began as a small advisory council in 1978. The ADA (Americans with Disabilities Act) came directly from the National Council on Disabilities.

Their mission is to be a trusted advisor. Benro said that anyone that wants to know more about the Council can go to their website: NCD.gov to learn more.

Benro has recently worked on a forum dealing with parents with disabilities, stating that it sometimes occurs that children are taken away from parents with disabilities because of the mistaken idea that they would be unfit parents. The Council is also working on improving the workforce delivery system.

Susan asked what role ICED could play. Benro stated that if ICED had any issues, he would be happy to bring them forward.

A question was raised on how NCD could help a person with a disability to get a job if they were not good at interviewing. Benro said there are lots of issues and topic papers on employment. President Obama has issued an Executive Order requiring hiring more persons with disabilities at the federal level. Illinois state government has helped with Employment First. Teresita Gonzalez asked about internal employees seeking promotion. Benro said that the information on whether the person has a disability should be in their employment paperwork if they are already employed. He said he could perhaps help in spreading the word in the disabled community on what resources are available. It was also pointed out by Barbara Peake of the Independent Living Unit of DHS that Centers for Independent Living have job training and interview training. Wendy Butler from CMS also noted that a promotional application wouldn't necessarily require an interview. She said they have a disabled workers program for applicants, and she makes an effort to get the word out about this program. CMS conducts two webinars each year on this subject and attempts to educate personnel managers. When CMS goes to job fairs, they take information on this program and do some events specifically geared toward persons with disabilities. Susan suggested that maybe information on the webinars could be sent to Benro, so that he could

disseminate it to the deaf community. Wendy is going to send a one-page dot-point information sheet to Susan, who will forward it to members.

A question was raised about veterans and whether the committee is working on these issues and would this filter down to the Veterans Administration? Benro said that right now this is a very important focus. The Council is attempting to improve benefits for veterans. The veteran who is a member of the Council is not necessarily representative of all wars but is considered a representative of the larger veteran community.

Work Group Reports

Internship Program for College Students with Disabilities

Susan stated that this program does not have the participation needed. ICED wants to increase the number of interns in state government. It was noted the former ICED intern, Eric Cozzolino, has found some very interesting information online that would be good information for the newsletter. The question was raised of whether the intern program openings get posted like jobs. Susan said internships will be posted on the various websites when open.

There was a related question on how to get information on job postings outside of CMS since many people do not know there are agencies such as the Treasurer's Office and Secretary of State's Office, who do their own hiring. It was noted that Employment Security is a good place for job information and has a website.

A question was also raised on how aware rehabilitation counselors were of these jobs. It was noted that rehabilitation counselors are very aware of all job possibilities within the state. It was also noted that counselors will work with any employer to provide whatever is necessary for a successful interview, such as sign language interpreters, and pay for this service.

Education/Training

ICED does two webinars a year, Susan reported. She asked if a webinar for the various unions would be beneficial. Wendy Butler suggested including CMS labor relations in this. Susan asked if the Great Lakes ADA Center would do this webinar. She also asked for input from members on another subject.

Awards Committee

It was agreed to leave this open and Susan will send out information on the various membership opportunities and requirements.

Affirmative Action

It was stated that the President has set an ambitious goal of 100,000 persons with disabilities hired in federal government. As of June 30, 2013, Illinois was at 7.53% with 3,286 persons with disabilities hired. Currently, Illinois is at 7.39% with 3,248 persons with disabilities employed. The Department of Human Rights has set a labor force participation goal of 4.95% for state agencies.

Participation in the survey is up to 75% of employees responding. The goal is 80%.

Publications/Website

There is movement on revision of the website. Dave Haley of CMS has been wonderful, Susan reported. He wants to bring the design up to date. The next step is an outline of what is wanted on the webpage. Susan said that eventually the webpage will get to the point where someone from ICED can be trained to post to it. She will get the job requirements and sent them out.

The next issue of the newsletter is due out in October.

Other Business

Public Participation in Meetings

Public participation in ICED meetings is required by the Open Meetings Act. Susan said that ICED needs guidelines/procedures for when members of the public want to address the group. The draft guidelines which were drawn up were e-mailed to members prior to the meeting. Members present agreed that these guidelines/procedures look reasonable. It was noted that full members of ICED must take training on the Open Meetings Act. A suggestion was made that if a person needs a reasonable accommodation, the request must be submitted two weeks in advance. Bob Griffith suggested asking the person what is needed. Hard of hearing individuals may not be able to use an interpreter, for instance, and may need CART or another type of accommodation.

A motion was made and seconded to adjourn.

Submitted by,

Barbara Peake

Department of Human Services