

Access Living of Metropolitan Chicago

Board of Directors' Meeting

April 28, 2021



ACCESS
LIVING

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ACCESS LIVING OF METROPOLITAN CHICAGO

BOARD OF DIRECTORS' MEETING

AGENDA, April 28, 2021

Zoom Meeting ID: 846 2583 7156 Passcode: AL2021

Time: 4:00-6:00 PM CST



Mission: Access Living ignites the power and pride of people with disabilities, provides critical services, and breaks down systemic barriers to create a more inclusive, and therefore much stronger, society.

Agenda Topic:	Attachments	Expected Outcome(s):	Approx. time
<p>Call to Order; Welcome <i>John Schmidt</i></p> <ul style="list-style-type: none"> Roll Call Review agenda 		<p>A. Welcome members and/or guests Establish quorum.</p> <p>B. Ensure an effective business meeting.</p>	4:00
<p>Consent Agenda <i>John Schmidt</i></p>	<ol style="list-style-type: none"> 1.27.21 Full Board Minutes 3.10.21 Executive Committee Minutes FY21 Q3 Dashboard 	<p>A. ACTION – vote on consent agenda.</p>	4:05
<p>Chair’s Report <i>John Schmidt</i></p> <ul style="list-style-type: none"> Legacy Campaign 		<p>A. Update members on critical fundraising efforts.</p>	4:10
<p>President’s Report <i>Karen Tamley</i></p> <ul style="list-style-type: none"> Organizational Update Public Facing Work 		<p>A. Inform board of partnerships and big-picture happenings.</p>	4:15
<p>Education Session <i>John Herring & Therese Cardosi</i></p> <ul style="list-style-type: none"> INCIL Advocacy Efforts 	<ol style="list-style-type: none"> Presentation 	<p>A. Share the advocacy that is being undertaken at the state level.</p>	4:25
<p>Program Committee <i>ShaRhonda Dawson</i></p> <ul style="list-style-type: none"> Update on Application to CLIHTF Grant Scope of Work for MY-CIL Youth and Employment Team Stepping Stones National Project Proposed Shirley Ryan Ability Lab/UIC Collaborative Art Project Civil Rights Updates Pandemic Advocacy State Legislative Advocacy 	<ol style="list-style-type: none"> CLIHTF Grant Memo MY-CIL Collaborative Memo Stepping Stones National Project Memo SRALab Collaboration Letter Civil Rights Memo Pandemic Advocacy Memo Illinois Legislative Advocacy Memo 	<p>A. Update Board on advocacy, independent living, and legal proceedings.</p>	4:45

Agenda Topic:	Attachments	Expected Outcome(s):	Approx. time
Race Equity Committee <i>Tuyet Le</i> <ul style="list-style-type: none"> Race Equity Next Steps 		A. Provide an update on equity strategic plan implementation.	5:05
Resource Development & Communications Committee <i>Jennifer Brown</i> <ul style="list-style-type: none"> Communications Update Development Update 	12. Development Report	A. Share the ways Access Living has been promoted internally and externally. Media coverage linked here. B. Encourage board participation in fundraising and outreach.	5:20
Nominating & Board Development Committee <i>Ben Lumicao</i> <ul style="list-style-type: none"> Russell Shaffer Nomination 	13. Russell Shaffer Bio	B. ACTION – discuss and vote on nomination.	5:35
Finance & Human Resources Committee <i>Kent Klaus</i> <ul style="list-style-type: none"> January FY21 Actuals Investment Analysis 	14. January FY21 Actuals 15. Investment Analysis	A. Provide latest financial outlook of Access Living; ACTION – approve financial statements.	5:45
Adjourn <i>John Schmidt</i>		Review key topics discussed; review action steps, etc.	6:00

Upcoming Meetings:

Program Committee: Thursday, May 6

Resource Development & Communications Committee: Monday, May 10

Nominating & Board Development Committee: Wednesday, May 25

Executive Committee: Wednesday, May 26

Finance & Human Resources Committee: Tuesday, June 15

Full Board: Wednesday, June 30



Access Living Board Meeting

January 27, 2021

4:00 – 6:00 PM

Present (via Zoom): John Schmidt, Denise Avant, Will Haffner, ShaRhonda Dawson, Mark Owen, Kevin Bradley, Kent Klaus, Ben Lumicao, Molly Walsh, Elliot Roth, Anthony Hinton, Chad Turner, Zak Kordik, Felicia Rauls, Molly Walsh, Tuyet Le, Jennifer Brown, Karin Norington-Reaves, Shari Runner, Kurt Schulenburg, Beth Server, Kristin Weaver,

Absent: Ken Bennett, Andrés Gallegos, Larry Goodman, Neil Hartigan, Wilson Mantilla,

Staff: Karen Tamley, Daisy Feidt, Trish Seye, Neil Anderson, Bridget Hayman, Barbara Khalouf, Amber Smock, Ken Walden, Brenna McCauley

- I. Consent Agenda (John Schmidt)
 - A. Mark Owen motioned to approve the consent agenda. Ben Lumicao seconded the motion. *The motion carried.*
 1. November 4, 2020 Full Board Minutes
 2. December 2, 2020 Executive Committee Minutes

- II. Chair's Report (John Schmidt)
 - A. Welcome New Board Members
 1. Denise Avant
 2. Anthony Hinton
 3. Karin Norington-Reaves
 4. Beth Server
 5. Chad Turner
 - B. President Biden named Access Living board member Andrés Gallegos as Chair of National Council on Disability (NCD). He is one of the leading lawyers in the country on disability rights. NCD advises the Executive Branch and Congress on all things disability. Marca Bristo previously served as NCD Chair. Karen was appointed by President Obama to be Chair of the Access Board.
 - C. Legacy Campaign: Karen and I have continued to reach out to board members. We are grateful to all of you who have made commitments. We are talking to people nationally, who knew Marca, about the Campaign. Please let us know if you think of anyone we should reach out to.

- III. President's Report (Karen Tamley)
 - A. Welcome to new board members. I am 11 months into position as CEO, and a lot has happened. Thank you all for your support.
 - B. Strategic Plan Refresh
 1. AL was in the first year of our strategic plan when the pandemic hit. What felt relevant in January didn't feel relevant when COVID hit. We felt our



work needed to take a slightly different direction. We undertook a board-staff effort to refresh the plan. It recognizes these new areas:

- a. Mental health crisis
 - b. Digital divide
 - c. Healthcare inequities
 - d. Economic Justice
 - e. Need for greater race equity
2. We added new goals under healthcare. We will not become a mental health clinic, but we will engage in policy work, develop allies, etc. We will continue our emphasis on home and community based services (HCBS). We want to develop initiative around newly disabled people (from COVID, gun violence). There are many systemic barriers, like SSI and sub-minimum wage, to get to economic justice. We will create a new position to help people navigate benefits. The financial security of our own staff is also important. The next step is to build out our implementation plan.
 3. Karin Norington-Reaves motioned to approve the strategic plan refresh. Chad Turner seconded the motion. *The motion carried.*
- C. Race Equity: Our consultant has completed senior leadership training. We are committed to becoming a more equitable organization.
 - D. Public Facing Work: Last fall I spent a lot of time speaking on national panels. I have been appointed to Forefront's board. I was interviewed on Chicago Tonight about Biden's transition.
 - E. Transition: We have been working on high-level Covid matters. We have developed a strong relationship with IDPH. I was selected to serve on the Biden-Harris Transition Team. I worked on the HUD Agency Review Team. We developed recommendations for the incoming HUD Secretary.

IV. Program Committee (ShaRhonda Dawson)

- A. Daisy: Introduce New Director of Independent Living: Latricia Seye.
 1. Trish: I come from CHA, Fair Housing Department.
 2. John: This is our largest department. Welcome.
- B. Systems Advocacy Update (Amber Smock)
 1. City counsel approved a measure to close loopholes in the Welcoming City Ordinance. The loopholes allowed for ICE to coordinate with CDP, and now they cannot.
 2. We are in the throws to file potential legislation with the state. We are looking to file a bill to get make-up education for students with disabilities who have been impacted by the pandemic.



3. We are keeping an eye on the state budget. The governor is going to issue his budget speech on February 17.
- C. COVID Vaccine/Testing Advocacy (Amber Smock)
1. We have been in conversation with IDPH. Recently we had a really good meeting with them. We made the case that people with underlying conditions need the vaccine sooner. People with disabilities who are at risk of institutionalization are the ones getting HCBS. The city is issuing an RFP to get information out about the vaccine. The state has a separate plan, but it still doesn't prioritize people with disabilities. On February 3 we are hosting a virtual Town Hall about vaccination. We would like to hear about your experiences getting vaccinated.
 2. Denise: is there a list of accessible sites for people to call or go into? To find out if they can be vaccinated?
 - a. Amber: I don't think such a list exists right now. I don't think the state is keeping a list.
 - b. Denise: For people who are blind, the critical thing is being able to find and access information.
 - c. Amber: The city was very interested in Bridget's digital access expertise. I think we have opened many lines of communication.
 - d. Bridget: Please reach out to me directly about this.
- D. ShaRhonda: Are we following the potential CPS strike?
1. Amber: Teachers with disabilities have raised concerns about returning to work before getting the vaccine. Chris Yun has been keeping track of challenges with special education programs.
- E. Civil Rights Update (Ken Walden)
1. Crisis standards of care are protocols that inform how hospitals handle more patients than beds or ventilators or other resources. When COVID first hit, we were involved in urging the state to make sure the crisis standards of care have guidance to protect people with disabilities. In December we had a meeting to push them to issue stronger guidance. At the moment IDPH is working on updating public guidance.
 2. Services have been restored to the Beckwith Program at the University of Illinois due to advocacy from AL and PACE CIL.
- V. Resource Development & Communications Committee (Jennifer Brown)
- A. Legacy Campaign: We have reached almost 60% of our \$6.5 million goal. Karen and John are continuing to meet with board members about their commitments. Thank you to everyone.
 - B. Board Giving: We are looking for ways to fundraise in a virtual environment. We are thinking of having a standalone virtual auction, though we need to ensure it



could be fully accessible. We have yet to find an accessible auction tool, so we are exploring the cost of building our own. If you have ideas for auction items please let us know. Things that would be COVID-friendly, like a virtual tour, or a zoom wine tasting, a trip without a specific date, cooking class, etc. Please email Barbara with thoughts of what you could secure.

- C. Gala: Thank you to everyone who supported the Gala. Lead On Live was a big success. Tuyet and Kurt both raised a lot through peer-to-peer fundraising.
 - D. Week of Gratitude: This will take place in March. Information will be emailed.
 - E. Our fiscal year ends in June. If you are confused about your giving status, please check with Barbara. It is important that the board participates at 100%.
 - F. Communications Updates (Bridget Hayman)
 - 1. Karen appeared on Chicago Tonight.
 - 2. Transportation in Chicago and how there are fewer taxis on the road. It's having a long-term impact on transportation as a whole, and impact on people with disabilities.
 - a. Adam Ballard has left AL, though I'm sure we won't stop focusing on transportation.
 - 3. We are still maintaining a COVID-19 resource list on our website. It includes the latest information we have been able to find on vaccination.
 - a. Karen: WBEZ has run this infomercial about Access Living's COVID-19 resource page.
- VI. Finance & Human Resources Committee (Kent Klaus)
- A. Audit follow up: We developed a pledge information form to address the audit concern. This will be a control that I think will resolve the issue we had before.
 - B. November FY21 Actuals (Neil Anderson)
 - 1. Variance Analysis: Corporate/Foundation revenue was \$435,000 better - this relates to two grants we weren't anticipating through Ford Foundation. Legacy Campaign was \$1,064,000 better due to large gifts. Salaries better than anticipated because of open positions on the Colbert team. Overall, \$1.8 million positive variance.
 - 2. Income Statement: Total revenue through November 2020: \$6,126,000 vs budget of \$4,755,000. Total expenses through November 2020: \$2,787,000 vs budget of \$3,217,000. Revised bottom line with Below-the-line items: \$877,000.
 - 3. Cash Flow: \$223,000 decrease in receivables related to collection of Major Gifts Campaign pledges. Net cash change of \$2.7 million.
 - 4. Balance Sheet: \$1.1 million of other accrued expenses. Reminder, we have a PPP loan that we secured at the end of last fiscal year. We are working with our auditors to file for forgiveness.
 - 5. John: We have not had a fixed policy regarding drawing on endowment.



6. Kristin Weaver motioned to approve the November FY21 financials. Mark Owen seconded the motion. *The motion carried.*
- C. Investment Analysis
1. The analysis reflects balances as of December 31, 2020. Total balance: \$8.9 million, up 14.27%. We are scheduling Northern Trust advisors to come in and talk to Finance & Human Resources Committee.
- D. FY21 Midyear Budget
1. Housing relocation: We had some open positions we were not able to fill. We had to back out some pass-through funds. There is a \$400,000 adjustment.
 2. Legal fees: Increase of \$172,000 due to contribution from EEOC.
 3. Ford Foundation grants: \$600,000 for general operating and \$100,000 for immigration, both two-year grants.
 4. Gala: We adjusted revenue to reflect what we have already collected. We are not projecting more revenue.
 - a. Tuyet: Does that mean we don't have to do more this fiscal year?
 - b. Neil: From a fiscal standpoint, we are saying we don't need to do more.
 - c. John: There will not be a gala before June 30, 2021.
 5. Major Gifts Campaign: \$325,000 because of pledges we have received.
 6. Legacy Campaign: \$3.5 million goal, and we have already met that.
 7. Total revenue: \$8.1 million originally, adjusted to \$10.5 million.
 8. Bonus payout: The Finance Committee tentatively approved this request, but has asked that we follow up at the end of the year before making the final decision. It would be an average of about \$2,000 per person depending on tenure and salary level.
 9. Total expenses were \$7.1 million, now about \$100,000 less.
 10. Bottom line: \$3.5 million. After backing out below the line items: \$39,000 of income.
 11. Chad Turner motioned to approve the FY21 midyear budget. Karin Norington-Reaves seconded the motion. *The motion carried.*
- VII. Race Equity Committee (Tuyet Le and Candace Coleman)
- A. Candace: It is extremely important to me to become a more racially equitable organization. There has been a joint board-staff effort to map out what that looks like. Thank you to everyone who has been part of this process.
 - B. Tuyet: Our committee was formed after we passed the last strategic plan. The purpose of the committee was to develop recommendations to share with the board. Esther Hurh was helping us facilitate. We started by defining where we wanted to be. In order to get there, we had to understand where we are



now. We found that we need more insight and a way to share confidential information. AL hired Reesheda Graham Washington as a race equity consultant. She interviewed staff and consumers. It was key to have an external person involved with this.

- C. Recommendations:
 - 1. Board development
 - 2. Leadership development
 - 3. Staff development
 - 4. Operations and policy audit
 - 5. Programming
- D. John: We want to be recognized as the national leader in this area. The immediate objective is to get approval. As things progress, we can come back to the board with specific elements.
- E. Elliot motioned to approve the race equity recommendations. Jennifer Brown seconded the motion. *The motion carried.*

VIII. Adjourn – 6:00 PM



Executive Committee Minutes
March 10, 2021

Present: John Schmidt, Tuyet Le, Jennifer Brown, Kent Klaus, Ben Lumicao, Felicia Rauls

Absent: ShaRhonda Dawson

Staff: Karen Tamley, Daisy Feidt, Ken Walden, Bridget Hayman, Amber Smock, Barbara Khalouf, Neil Anderson, Latricia Seye, Brenna McCauley

- I. Chair's Report (John Schmidt)
 - a. Legacy Campaign
 - i. John: Tony Coelho is going to make a commitment, but his focus is on The Coelho Center in California. We need to secure another meeting time.
 - ii. Karen: We will be shooting a video for the campaign next week.
 - iii. John: We should do something to recognize the donors to the campaign, like a plaque or statue. Ideas are welcome.

- II. President's Report (Karen Tamley)
 - a. Strategic Plan:
 - i. The Strategic Plan's new focuses are: Economic Justice; Digital Divide; Health Equity. There is a race equity lens on all areas.
 - ii. We have been meeting internally and with external experts. Our goal is to have the activities ready to incorporate into KRAs this spring.
 - iii. Tuyet: Examples of Race Equity?
 1. Karen: We will be working with Reesheda throughout the year.
 2. Daisy: We can share the implantation plans when they are complete. There are staff of color in the implementation groups. We will run the plans by Reesheda.
 - b. Karen was asked by Jim Bennet to put her name forth for consideration on the state's Commission on Discrimination and Hate Crimes.

- III. Race Equity (Tuyet Le)
 - a. We scheduled a few meetings with Reesheda. She will be doing board and staff trainings soon. We will put together an equity team to guide the planning.

- IV. Finance & Human Resources Committee (Kent Klaus)
 - a. Update on PPP Loan: We got the Payment Protection Program (PPP) loan, and we expect it to be forgiven. We are in the process of filing the paperwork to do



that. It is likely that we will submit the application before the end of the month, and within 60 days of submission we should know if it has been forgiven.

- i. Miller Cooper has been working with us on the loan forgiveness application.
 - ii. Neil: Because we raise so much money with the Legacy Campaign, we have significantly higher revenue.
 - b. Juneteenth Holiday: We would like to add this day to our holiday calendar. We are focusing on race equity work, and this feels important.
 - i. Ben Lumicao motioned to approve the addition of Juneteenth (June 19th) to the annual holiday list. Tuyet Le seconded the motion. *The motion carried.*
- V. Resource Development & Communications Committee (Jennifer Brown)
 - a. Since our last board meeting, we are now at 59.9% of the Legacy Campaign goal. Thank you to everyone who has contributed. For anyone who is making a donation, you can make it go further if your employer has a matching-gift program.
 - b. The Week of Gratitude will commence March 22. It will be a social media and email campaign. Please like and share posts on social media to amplify the message.
 - c. You all should have gotten a link to the Annual Report from Karen. It is available on the website. We repurposed content from the Gala.
 - i. Bridget: The Annual Report is only digital, not printed. We were able to embed video. We also have charts and graphs that can be read via screen reader. The layout would not translate well to print.
 - ii. Kent: Another organization did a digital Annual Report, but then sent a postcard so people had the option to request a printed report.
 - iii. Jennifer: A lot of people don't want printed Annual Reports. Digital is much better for the environment.
 - d. The next Gala is tentatively set for spring 2022. We are hoping to have an in-person element if we push it off until then.
 - e. The virtual auction is not feasible due to a lack of a fully-accessible online platform.
 - f. Bridget: One of the media clips [linked in the agenda] is a 10 minute interview with Karen and Angel Miles on WBEZ Reset about vaccination and disability.
 - i. We have a blog post on the website about ableism that has been very popular. It keeps getting linked in the media.



VI. Program Committee

a. Civil Rights (Ken Walden)

- i. Several months ago we got a disappointing decision for a girl who attends a Montessori school. We asked the school to modify the building. The school wanted to transfer her to another school. We argued that they should make an effort to modify the building. We filed a motion for consideration, and the judge walked back the broad pronouncement.
- ii. *Karen left meeting*
- iii. Homeless Shelters (Case 2): The goal of the case is to get the city's homeless shelters accessible. We got a decision a few weeks ago – the judge said the client has standing, so the case can proceed. Now we will move into more discovery. We would love to sit down with the city to work something out.
- iv. *Karen returned to meeting*
- v. Old Town Case: A family was blocked from renovating their house for accessibility by neighbors due to historical preservation of neighborhood. The family finally won in court. Neighborhood events, such as the Old Town Art Show, will now be more accessible as well.
 1. Bridget to reach out to reporter once settlement has been finalized.

b. Independent Living (Latricia Seye)

- i. Open positions: Assistive Technology Coordinator and Colbert/Williams Outreach Worker. We just hired another housing locator.
- ii. RFP: Youth/Employment department will be submitting a proposal to state to be a navigator. The services are offered through DRS. It would be a great fit with our youth and employment work, and would fit well with Strategic Plan.
 1. Daisy: We received notification that it would be a single grant to only one vendor which would cover the entire state, and it would be only \$125,000/year. We are waiting to gather more information.

c. Advocacy

- i. Two open positions: Community Organizer Manager and Transportation Policy Analyst. No more Housing Policy role...Cathleen will be taking over housing policy in addition to organizing. We also have a lot of other staff across the organization with housing knowledge so we believe this is feasible.



1. Daisy: We have had trouble getting candidates for these roles.
2. Bridget: We will make sure the posts are on LinkedIn.
- ii. Legislative Priorities: The bills listed on the two-pager [attachment] are just a sampling of the bills that we are following. There are 100 active bills we are monitoring. We are in coalition with many other groups. The legislature is expected to wrap up at the end of May, as usual.
- iii. Covid Vaccine: It is really challenging to navigate what to tell people about vaccination. Negotiating with the City we have had a lot of impact, but they have been reluctant to prioritize people with disabilities.
 1. Karen: When we saw ICU beds getting close to capacity, we reached out to the State to strengthen the guidance Governor Pritzker put out last April. Revised guidance came out this afternoon.

VII. Nominating & Board Development Committee

- a. Priorities for 2021
 - i. Latinx community recruitment
 - ii. Expertise aligned with Strategic Plan
 - iii. Financial expertise
- b. Tuyet and Elliot's terms end this year. We need to recruit another representative from Shirley Ryan Ability Lab.
- c. Russell Shaffer is a high-level employee of Walmart. He lives in Arkansas, but he could come to a few meetings in-person. We recommend him to fill the vacancy left by Mike Santay.
 - i. John: Russell seems very committed. I'm not as worried about his location as I would have been a year ago. Strengthens our national leadership. We need to figure out logistics for when we do meetings when some people are remote, and some are in the office.
 1. Neil: I have a meeting Friday to discuss this.
 2. Ben: We could make upgrades at the office, or we could issue tablets to everyone for them to bring to the meeting.
 3. John: We could do every-other meeting in person.
 - ii. Karen: We have already had a meeting with a Chicago rep for Walmart.

VIII. Executive Session

Operational Metrics

FY21 - Q3





Community Reintegration: Housing

8

Referred Colbert Class Members Transitioned to Home or Community-Based Settings

24

REFERRALS RECEIVED FOR CLASS MEMBERS

23

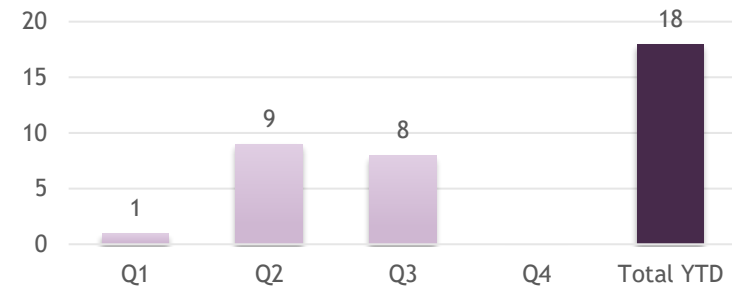
HOUSING VISITS MADE WITH CLASS MEMBERS

865

Number of unduplicated consumers involved in any Outreach activity



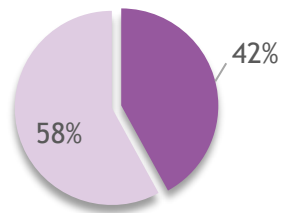
Number Transitioned, by Quarter and YTD



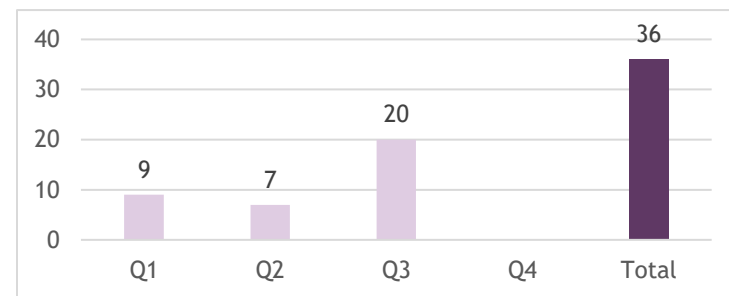
149

Number of unduplicated consumers interested in transition and referred to assessment

Interested
Not Interested



Number of Applications Completed for Class Members to Landlords for Units, YTD





Community Reintegration: Stepping Stones

7

Stepping Stones Participants

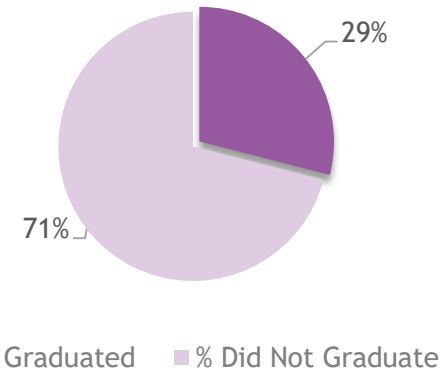
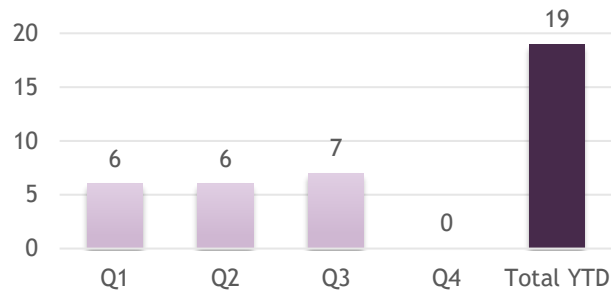
Numbers will improve dramatically when facilities are fully open



2

Participants Graduated

Number of Participants Attending Trainings, by Quarter and YTD



2

6-WEEK LONG TRAINING SESSIONS

3

SUPPORT GROUPS FOR CONSUMERS WHO TRANSITIONED TO COMMUNITY

Long-term care facilities contacted in catchment area

28
Facilities Contacted

=

35%
of all
facilities in area

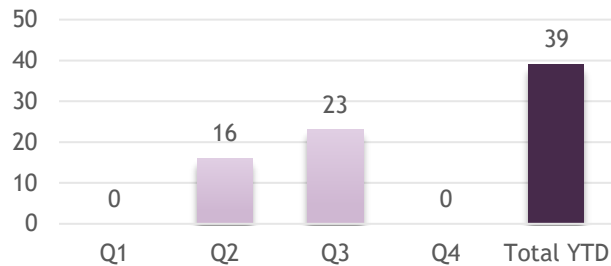


Community Supports: Housing Counseling

23

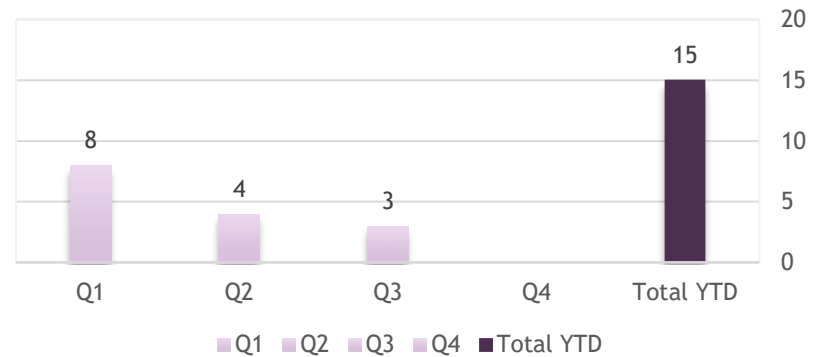
Individuals Provided Housing Counseling

Number Counseled, by Quarter and YTD



3

Individuals Who Received Housing Counseling were Subsequently Housed



16

REFERRALS TO HOUSING CHOICE VOUCHERS

Percentage of Counseled Individuals Who Receive:

Education, financial, fair housing, or accessibility rights information/services

100%



Resources to improve housing situation

100%



Improved housing situation

13%

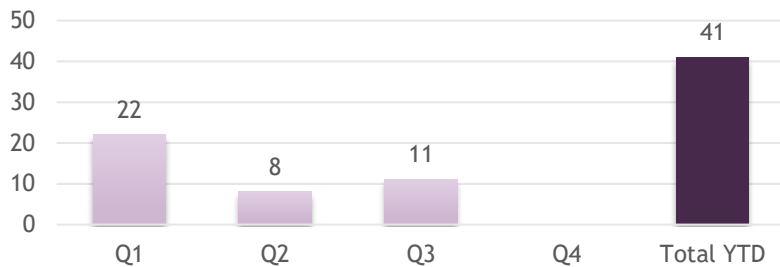


Community Supports: Personal Assistant Program

11

Personal Assistants Recruited & Trained

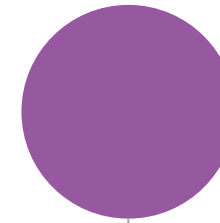
Number of New PA Participants, by Quarter and YTD



11

Participants Successfully Completed Orientation and are in P.A. Databank

0%



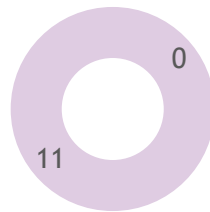
100%

■ % Successfully Completed ■ % Did Not Complete

11

PERSONAL ASSISTANT TRAININGS HOSTED

- # Trainings Hosted at Access Living
- # Trainings Hosted outside of Access Living



Reach and Impact of P.A. Program

8

Community Outreach Contacts for P.A. Program

3

Access Living Consumers that Acquired P.A. from Databank

2

Access Living Consumers that Increased P.A. Management Skills



Community Supports: Financial Stability & Cross Disability

10

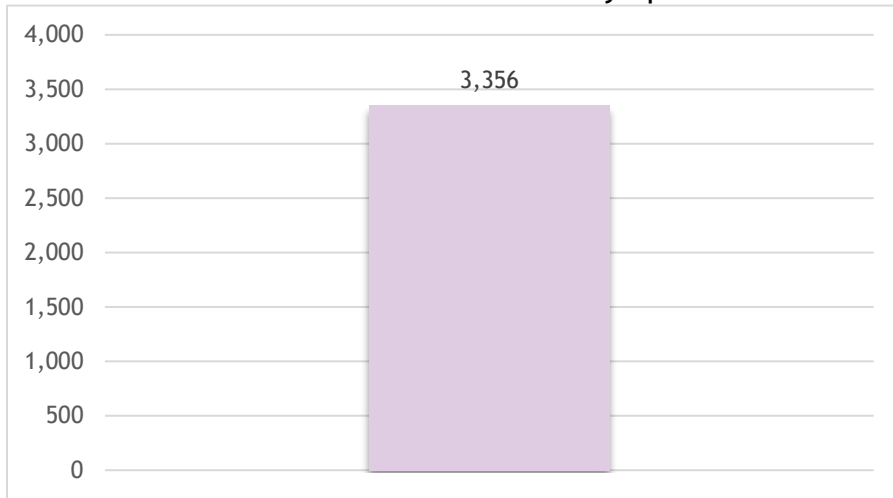
Graduates of the Financial Stability Program

<u>Supports</u>		<u>Cross Disability</u>		
10 PARTICIPANTS ATTENDED FINANCIAL STABILITY PROGRAM	10 PARTICIPANTS PROVIDED 1:1 SUPPORT	6 Sessions of Cross Disability	15 Participants learned independent living skills	4 Consumers who can list one or more skills, types of knowledge, and/or resources they have now that they didn't have before approaching the CIL
10 PARTICIPANTS PROVIDED A REVIEW OF CREDIT HISTORY	9 PARTICIPANTS SCREENED FOR BENEFITS ELIGIBILITY			

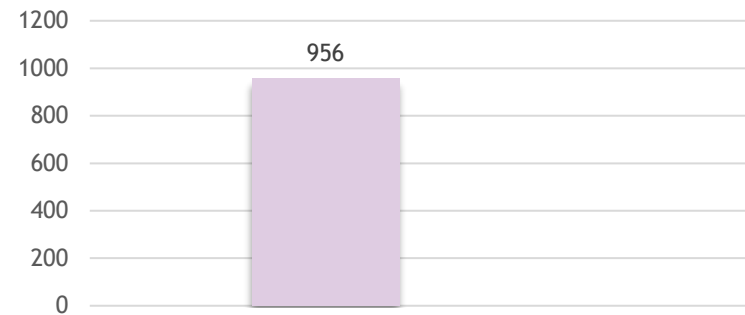


Community Supports: Information & Referrals and MOPD

Number of Consumers Referred to Disability-Specific Information

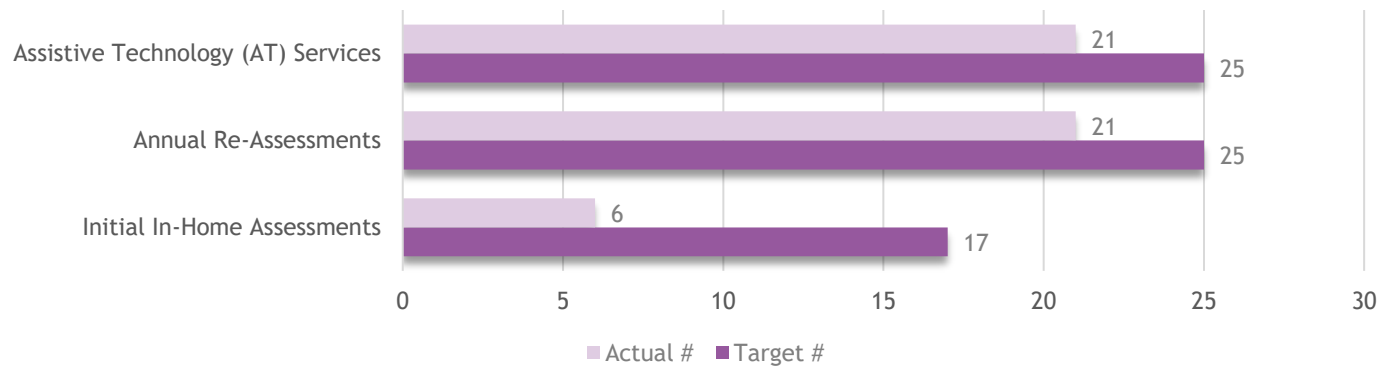


Number of Consumers who Receive Accessible Materials about Housing Information, as it Relates to Access Living Programs



MOPD Supports

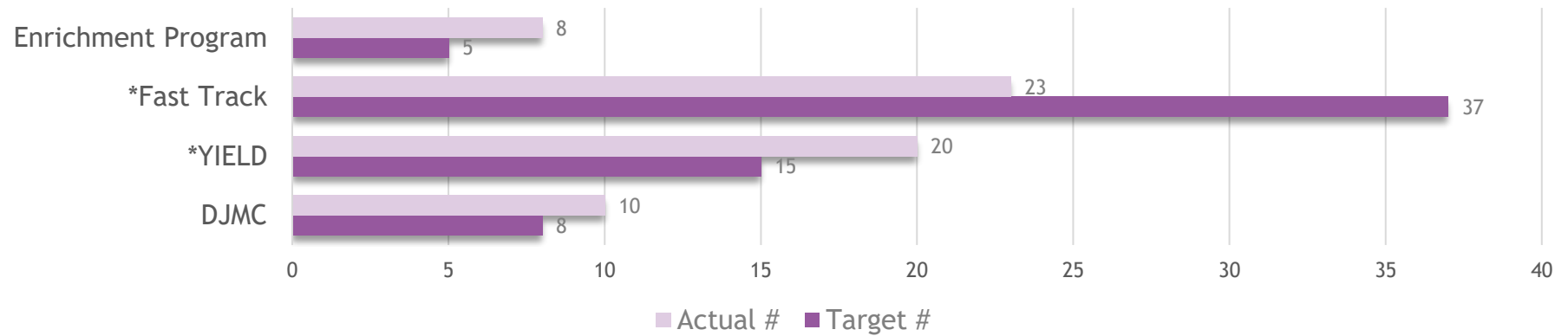
Number of Supports Provided, per MOPD Referrals






Youth and Employment Institute

61 Youth Participants this quarter



DJMC	YIELD	FAST TRACK	Reaching Our Dreams
<p>100% of youth report a positive relationship with their mentor</p> 	<p>100% of trained youth learned about disability awareness, IL philosophy and the disability movement</p>	<p>75% of FAST TRACK students report experiencing change by increased awareness in one or more areas: job exploration counseling, Work based Learning, Counseling on Post-Secondary, Workplace Readiness, and/or Self-Advocacy</p>	<p>100% of consumers served by the CIL during the reporting period who can list one (1) or more skills, types of knowledge, and/or resources they have now that they didn't have before approaching the CIL.</p>



Arts and Culture

Life Writing + Illustration Workshop 7 sessions 56 total attendees	Individual Peer Support Sessions 7 sessions 7 total attendees	Portraiture Project 23 individual sessions 23 total attendees
Poetry Workshop 4 sessions 230 total attendees	Mental Health Support Group 6 sessions 74 total attendees	Open Studio 2 sessions 3 total attendees
Junior Artist-in-Residency 19 individual sessions 76 total attendees	Print Media Workshop 5 sessions 30 total attendees	Disability Art and Culture Public Events 4 sessions 108 total attendees

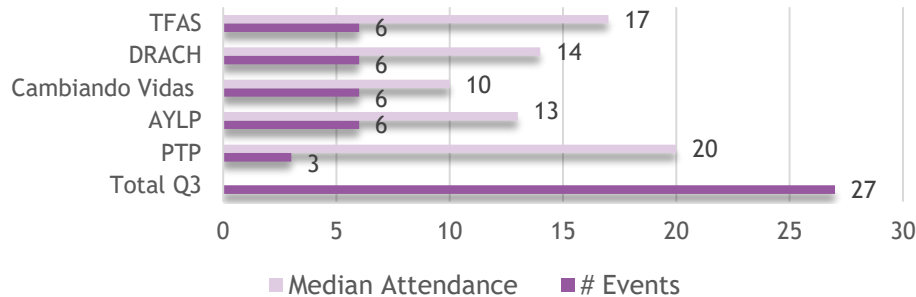


Community Organizing and Policy

27

Community Organizing Meetings

Number of Events and Median Attendance



Key Campaign Activities and Wins

CESSA moved out of the House Committee to second reading.

Trinity Health has found a buyer for Mercy Hospital. The buyer will keep Mercy hospital open as a hospital due to community advocacy that TFAS was a part of.

Education Policy

- Both SB 1821 (additional year of transition services) and HB 2425 (state complaint filing extension for CPS families) passed out of committees.

Transit Policy

- Created “Transit Talk,” a group of consumers meeting monthly to discuss accessible transit concerns. Began educating Transit Talk group to prepare them to advise on Pace strategic plan.
-

Health Access Policy

- We are calling for a reform of Illinois’ standards for nursing home placement, along with an expansion of community based supports and nursing home diversion programs by Raising the Determination of Need (DON) score for nursing home entry through the passage of SB 282/HB 2420. We are currently developing an advocacy campaign to gain support and feedback from organizations and the grassroots community in order to work to get this passed next year.

Housing & Employment Policy

- DRACH picked up work on shelter accessibility again and with the civil rights team and decided to join the plaintiff in Access Living’s case in make demands on the city lawsuit.
- SOI Coalition, led in organizing by DRACH, passed HB 2775 out of Housing committee on 3/24.



Civil Rights

Fair Housing and Americans with Disabilities Act

7 New Cases
Opened

12 Fair
Housing
Tests

8 Cases
Favorably
Resolved

5

Trainings Conducted

192

People Trained



Success Stories

Accessibility survey supported improvements at City vaccination sites like better signage and more accessible symptom screening.

Negotiated installation of a deployable ramp and accessibility bell for a UPS Store in the West Loop.

We settled case on behalf of client who uses walker and was trapped in apartment for several months because elevator broken. Filed federal court suit, got elevator fixed, and settled case.

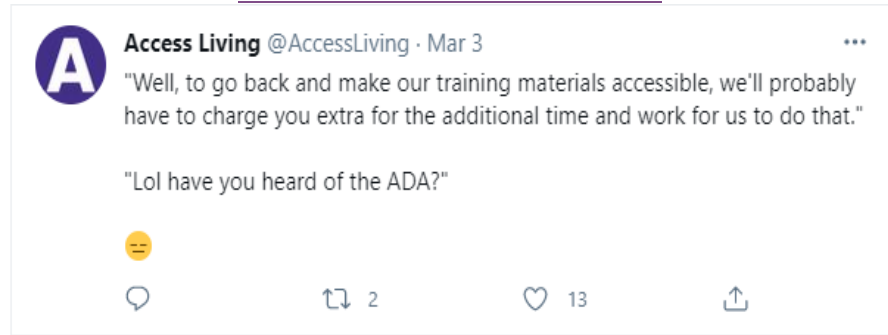


Public Awareness and Outreach

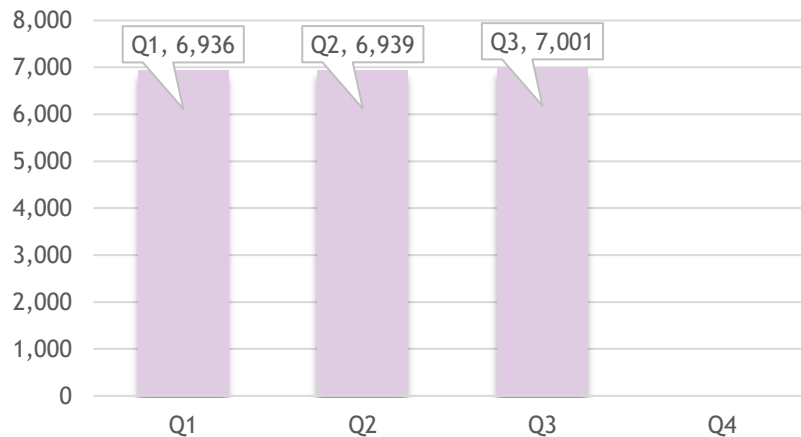
4

Disability Inclusion Training
Workshops & Speaking Engagements

TOP SOCIAL MEDIA POSTS

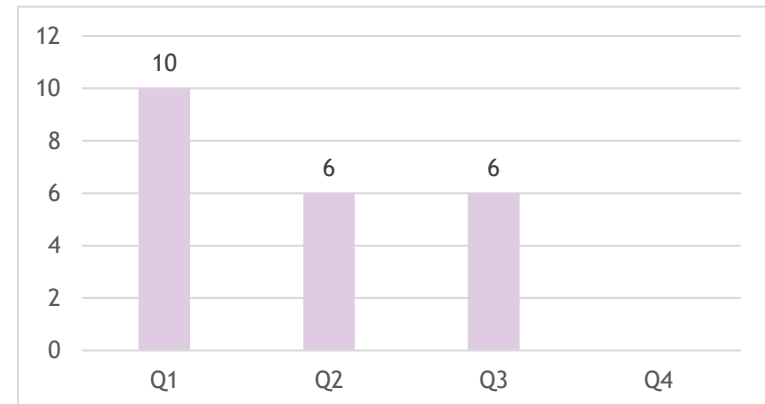


7,001 Facebook "Likes", YTD



6,207
TWITTER FOLLOWERS

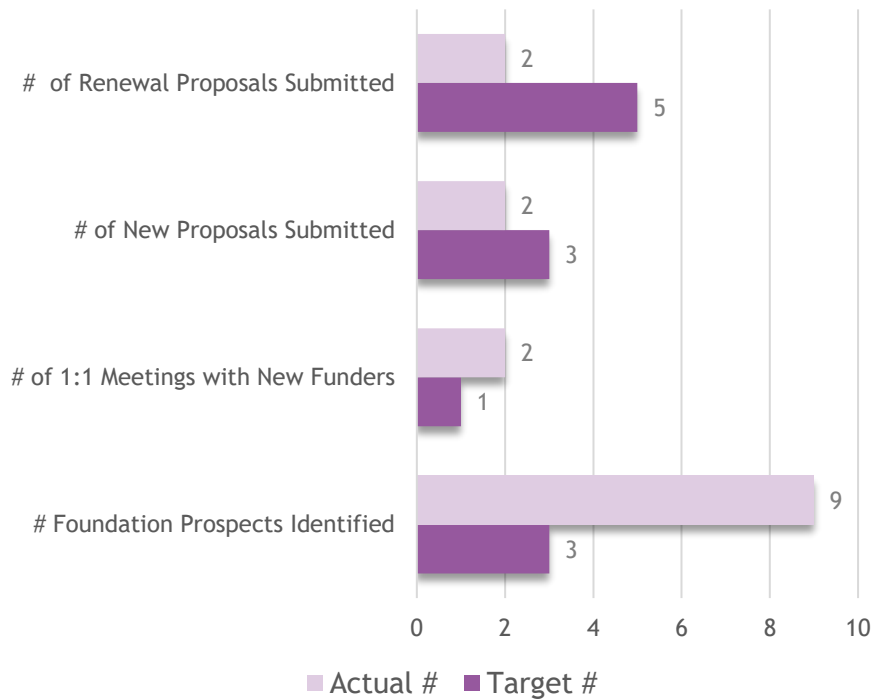
Number of Media Placements



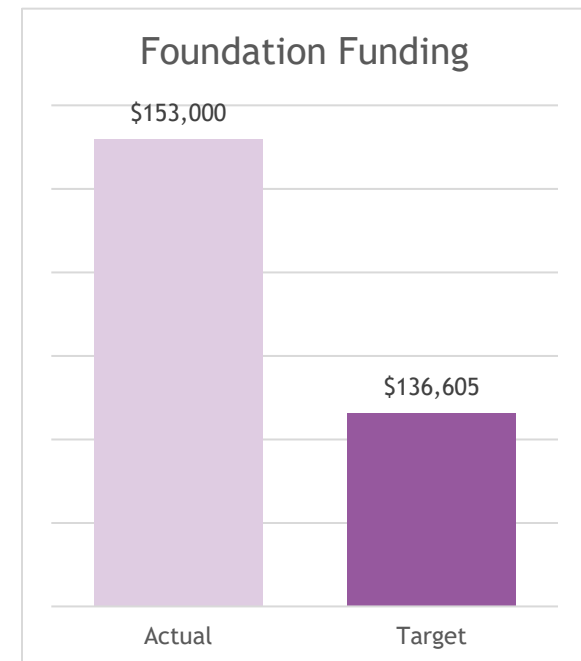


Development

FUNDER RELATIONSHIPS AND PROPOSALS



Foundation Funding



The Grants Team has already raised \$1,118,600 since July 1 from Corporations and Foundations!

There has been \$3,911,500 pledged to the Legacy Campaign since its start!



Administrative: Finance

Balance Sheet Financial Metrics

Liquidity Ratio	15.2	
Operations Reserve	\$5,174,842	
Assets, %		
Bank Accounts	60%	
Accounts Receivable	14%	
Other Current Assets	1%	
Fixed Assets	26%	
Liabilities, %		
Accounts Payable	11%	
Other Current Liabilities	89%	

Year over Year

71%

REVENUE GROWTH

4.4%

EXPENSE GROWTH





Administrative: Human Resources

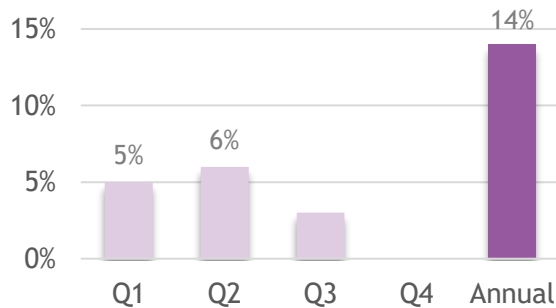
14.4%
Annual Employee Turnover Rate

98%
Annual Employee Retention Rate

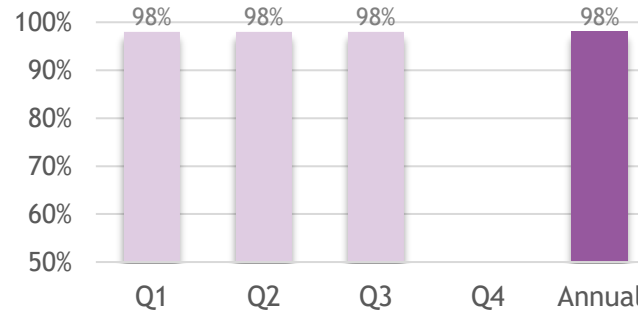


94
AVERAGE DAYS TO HIRE

Turnover Rate, by Quarter and Annually



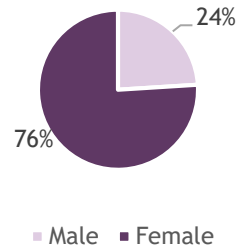
Retention Rate, by Quarter and Annually



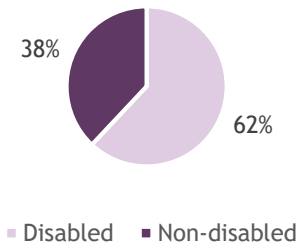
68%
ELIGIBLE EMPLOYEES PARTICIPATE IN ACCESS LIVING'S 403(B) PLAN

Employee Diversity, Equity, and Inclusion

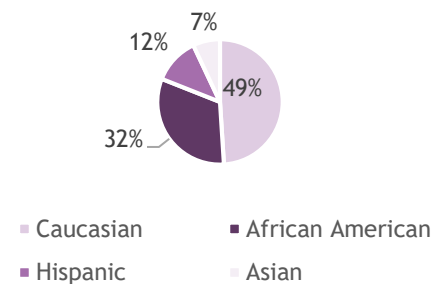
Gender



Disability



Race





Administrative: Building Management



100%

Work Orders Addressed within 24 Hours

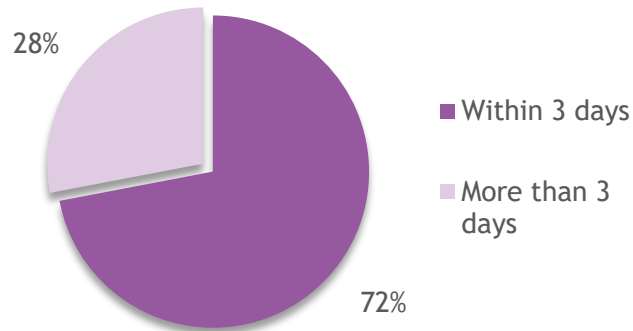
10

Average #of Days to Resolution of Work Orders

One of the country's first buildings to fully integrate
Universal + Green Design
 as a model of accessibility and sustainability

ACCESS LIVING'S HEADQUARTERS
 ANNUAL BUILDING QUALITY ASSESSMENT

Resolution of Maintenance Issues



The environment can safely and comfortably accommodate the various activities offered and staffing needs.	✓
The environment provides adequate and convenient storage space for equipment, materials, and personal possessions of staff and visitors.	✓
The building adheres to the Americans with Disabilities Act (ADA) standards for accessibility.	✓
Air quality is maximized by incorporating high amount of outside air throughout HVAC system.	✓
The building is free of violations.	✓
Furniture is in good condition.	✓
Carpet is in good condition.	✓
Emergency generator has been tested.	✓

Presentation by:
John S. Herring, Sr. – Executive Director
Therese Cardosi – INCIL Board President

Presented to:

AL

April 28, 2021

INCIL
**Illinois Network of Centers
for Independent Living**



OPENING
REMARKS/AGENDA

Opening Remarks

John S. Herring, Sr.

Therese Cardosi

“A successful team is a group of many hands and one mind.”

AGENDA

INCIL FACTS

Membership Dues/Formula

Personal Assistant Recruitment and Training Program
(PARTP)

Benefits

Wrap Up/Questions & Answers

“Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved.”

INCIL FACTS [The 4 W's]

Who Are We:

A united Network of 22 Illinois' Centers of Independent Living [CILS]

What Do We Do:

Advocate for independence, inclusion, and integration for all people
- and serves as an authoritative source, a bridge builder, and a
convener on critical issues facing the disability community

When Did We Start:

The Network was established in 1986

Where Are We:

We are located in Springfield, IL and we serve all 102 Illinois counties

OUR MISSION

INCIL is a united network that serves as the leading resource for Illinois Centers for Independent Living, ensuring Centers have the resources needed to advocate for the rights of people with disabilities.*

***Adopted 3/21**

MEMBERSHIP DUES/FORMULA

- The dues that each CIL pays was a result of the State of Illinois redirecting operating funds previously awarded to INCIL to the CILs Independent Living grant. [Voted on at the Apr. 2, 2019 INCIL Board Meeting]
- Each fiscal year the dues amount coincides with the amount that was redirected from the INCIL grant plus the original INCIL dues of \$750.

INCIL
**Illinois Network of Centers
for Independent Living**



The Formula for calculating the amount paid by each CIL is based on 3 core indices:

- Service –
Total number of persons 5 years old and up with a disability.
- Work Disability –
Percentage of persons within the labor force with a worker disability.
- Economic Distress –
Determined by the State and County employment rate

The final step of the formula is to subtract current IL Funding

- This Formula ensures Equal Representation

Funding allocation estimates and report prepared by:

CJ McKinney, PhD
McKinney Statistical Services
630 Perry St.
Denver, CO 80204
Cj.mckinney@live.com

and

Patricia Yeager, Ph.D.
Patricia Yeager & Associates
921 W Cheyenne Road
Colorado Springs, CO 80906
patricia.yeager@gmail.com



Funding Formula was approved
by INCIL Board on
Sept. 4,³⁶ 2018



PARTP GRANT



The Home Services Program provides Home and Community Based Waiver Services (HCBS) to approximately 28,000 persons in their own homes who would otherwise be at risk of requiring institutional care at a much higher cost to the state.

INCIL submitted a Proposal to DHS and received a 5 year PARTP grant

CILs agree to:

- Carry out the activities described herein in the manner set forth in the Scope of Services and the relevant DHS contract.
- Work with INCIL to effectuate INCIL's PARTP and to facilitate the staffing arrangement described in the PARTP MOU and detailed in the INCIL's contract with DHS.
- Provide general oversight to ensure CIL Group Trainer(s) implement the program as planned.
- Submit its standard monthly report for payment on or before the 7th day of each month.
- Address any performance deficiencies identified by INCIL.

PARTP GRANT [cont.]

- INCIL responsibilities include:
 - a) INCIL shall provide information and/or materials to ensure that CIL can access its centralized PA database and all standardized PARTP forms and curriculum files.
 - b) INCIL shall create PARTP materials for CILs distribution.
 - c) INCIL will reimburse CILs in equal monthly installments.
 - d) INCIL shall monitor and address any CIL performance deficiencies

MEMBER BENEFITS

- INCIL's ED is a lobbyist and we also have a paid lobbyist that work on CILs issues with the legislatures
- INCIL advocates for the work of the CILs, statewide and federally
- INCIL will provide Technical support
- INCIL provides Grant management (PARTP)
- Committee management & support (blind services, program managers, etc)
- Meeting/training center
- Liaison between CILs and state/federal government
- Program support
- Community awareness/education
- Research and plan/program development (ie, Krista's housing project)
- Clearinghouse of information on legislation and policies that affect CILs
- Liaison to other state and CIL associations
- Resource library

WRAP UP Q & A

- INCIL is currently going through a Strategic Planning Process
- The Board and Staff of INCIL has a goal of being open, honest, and transparent to all 22 CILs and their Board and Staff
- Please direct any additional questions/concerns to:

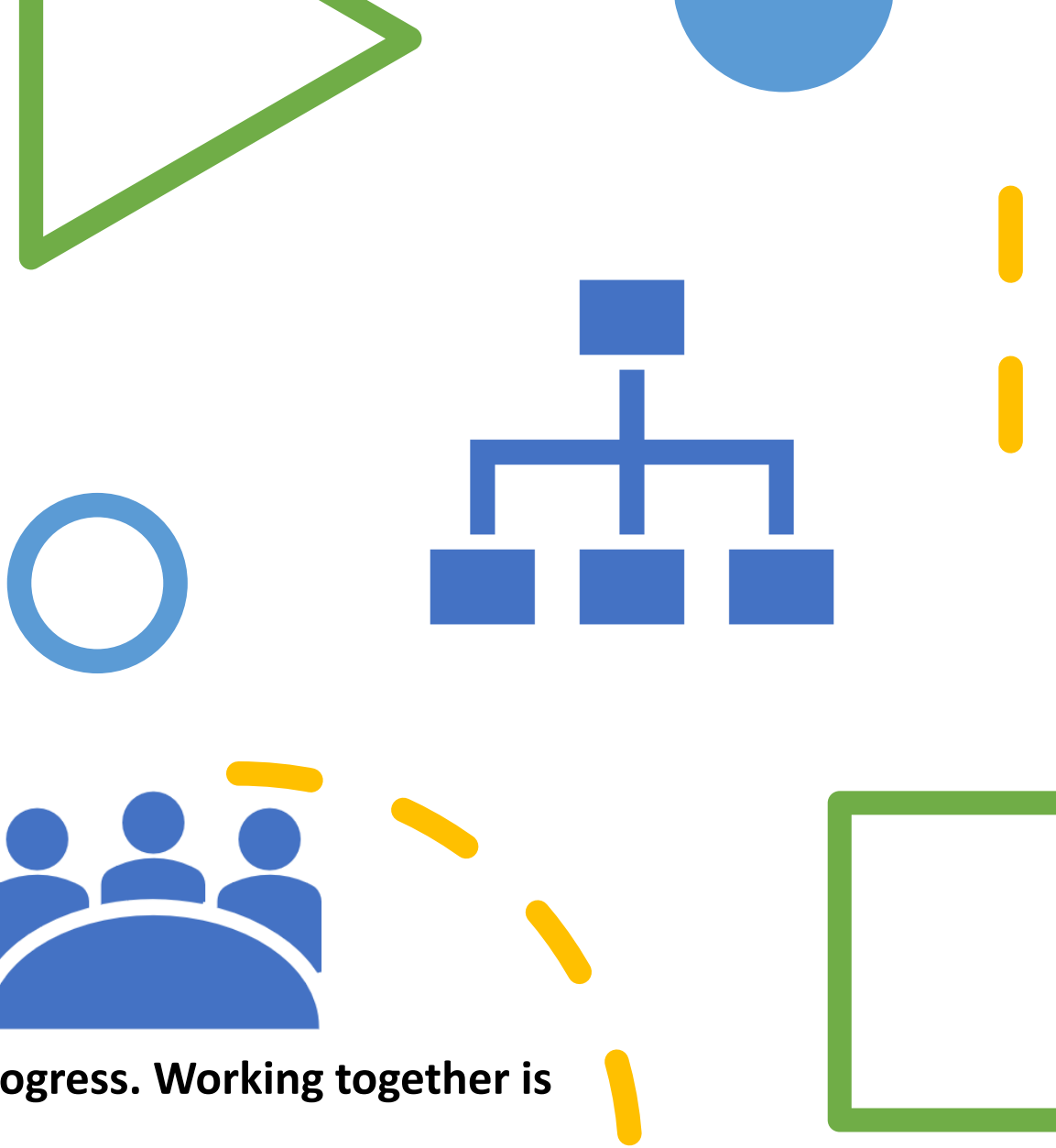
john.herring@illinoiscils.org

or

therese.Cardosi@optionscil.org

“Coming together is a beginning. Keeping together is progress. Working together is success.”

“Teamwork is the secret that makes common people achieve uncommon results.”



To: Access Living Board Members
From: Latricia Seye, Independent Living Director
Re: CLIHTF Pending Application
Date: April 18, 2021

Overview:

The Chicago Low-Income Housing Trust Fund assists residents living in poverty, with incomes at or below 30 percent of area median income (AMI), by providing well maintained and affordable housing. We also partner with Social Service Agencies to ensure that chronically homeless persons, veterans, single mothers, and many more under-served Chicagoans have access to affordable housing through our program.

The Rental Subsidy Program (the “RSP”) The Rental Subsidy Program provides rental assistance through an annual agreement with property owners and managers within the City of Chicago to assist households living at or below thirty percent (30%) of the AMI.

Access Living’s Responsibility:

- Support approximately 25 tenants with disabilities in obtaining affordable and accessible housing within a year
- Work with prospective tenants through interviews, reviews of their current living situations to confirm a source of income but no greater than 30% AMI
- Refer prospective tenants to a unit subsidized by the Chicago Low Income Housing Trust Fund.
- Access Living’s Information and Referral Housing Coordinator would refer landlords with accessible units to the program that would like access to the subsidy. Making clear to potential landlords rents will not exceed Fair Market Rents and will be comparable to the area
- Goal to begin leasing up by July 2021
- All allocated units occupied within a year, and all lease terms will be committed to at least 12 months
- Access Living is awaiting an update from CLIHTF on whether our application will be accepted

To: Access Living Board Members

From: Latricia Seye, Independent Living Director

Re: Scope of Work for Minority Youth and Centers for Independent Living (MY-CIL)

Date: April 18, 2021

The Youth and Employment Team of the Independent Living Department will be assisting the Independent Living Research Utilization (ILRU) with designing and conducting learning collaboratives as co-facilitators

- The goal of this learning collaborative is for participating Centers for Independent Living (CILs) to develop and implement additional programs and services for the transition of youth with an emphasis on
 - Youth with disabilities from racially and ethnically diverse populations
 - Out-of-school youth
- Potential topics (which may include additional Access Living Staff outside the Youth and Employment Team)
 - Strategic planning
 - Identifying the needs of our consumers and implement programming based on need
 - Providing insight into Access Living's process of identifying supportive gaps for consumers in the community

Collaborative Stipend

- \$24,725 for one year with an option to join for subsequent years

To: Access Living Board Members
 From: Latricia Seye, Independent Living Director
 Re: Scope of Work for Stepping Stones National Project, Pending Application
 Date: April 18, 2021

Access Living: Scope of Work

Yr. 1: \$30,000

Access Living will:

- participate in meetings to update and revise the Stepping Stones curriculum and move content to an online format prior to large scale multisite testing
- help design and deliver train the trainer materials for collaborating community sites (Centers for Independent Living across the country) and support delivery of Stepping Stones given our expertise and prior experience
- assist in designing and co-facilitating a community living town hall at Access Living or online
- help recruit for and co facilitate a focus group to seek input from people with lived experience on project deliverables
- help recruit for Stepping Stones and RRTC training activities
- provide expert consultation on community living issues, policies, systems changes, and rights/legislation to the RRTC
- disseminate information about Stepping Stones and RRTC community living activities to our network of consumers, disability rights organizations, service deliverers, policy makers and other stakeholders.

Year 2: \$30,000 /yr.

Access Living will:

- participate in check-in meetings where other CILs/sites can ask for an expert consult on how to deliver Stepping Stones sessions more effectively and how to address topics or issues within a community delivery system
- participate in ongoing edits and revisions to the Stepping Stones curriculum and delivery
- recruit participants in Chicagoland for ongoing Stepping Stones and RRTC activities
- attend quarterly meetings per year to review findings from other sites and to give feedback and offer recommendations and insights
- disseminate information about Stepping Stones and RRTC community living activities to our network of consumers, disability rights organizations, service deliverers, policy makers and other stakeholders.

Year 3: \$30,000 /yr.

Access Living will:

- participate in check-in meetings where other CILs/sites can ask for a consult on how to deliver more effectively or how to tackle certain topics or discussions better

- attend quarterly meetings to review findings from other sites and to give feedback and offer recommendations for improving the consistency of Stepping Stones curriculum and delivery
- assist in designing and cofacilitating a town hall on community living (onsite or online remotely)
- help recruit for and co facilitate a focus group to seek input from people with lived experience on project deliverables
- recruit participants in Chicagoland for ongoing Stepping Stones and RRTC activities
- disseminate information about Stepping Stones and RRTC community living activities to our network of consumers, disability rights organizations, service deliverers, policy makers and other stakeholders

Year 4: \$30,000 /yr.

Access Living will:

- participate in check-in meetings where other CILs/sites can ask for a consult on how to deliver more effectively or how to tackle certain topics or discussions better
- attend quarterly meetings per year to review findings from other sites and to give feedback and offer recommendations on consistent delivery of Stepping Stones
- help recruit for Stepping Stones and RRTC activities
- disseminate information about Stepping Stones and RRTC community living activities to our network of consumers, disability rights organizations, service deliverers, policy makers and other stakeholders

Year 5: \$30,000 /yr.

Access Living will:

- participate in check-in meetings where other CILs/sites can ask for a consult on how to deliver more effectively or how to tackle certain topics or discussions better
- attend quarterly meetings per year to review findings from other sites and to give feedback and offer recommendations on consistent delivery of Stepping Stones
- assist in designing and cofacilitating a town hall on community living (onsite or online remotely)
- assist in recruiting and cofacilitating a summative focus group to evaluate Stepping Stones impact and recommendations for continuing in the future across more sites
- disseminate information about Stepping Stones and RRTC community living activities to our network of consumers, disability rights organizations, service deliverers, policy makers and other stakeholders
- collaborate on presentations and publications to highlight Stepping Stones findings and activities.



April 21, 2021

Elliot J. Roth, MD
Shirley Ryan AbilityLab
355 East Erie Street
Chicago, IL 60601

Please allow this letter to serve as a demonstration of my strong support for the application from the Shirley Ryan AbilityLab, University of Illinois – Chicago, and Access Living of Metropolitan Chicago to establish a Rehabilitation Research and Training Center on Enhancing Community Living and Increasing Participation through Self Efficacy (Eclipse). I am aware that this proposal is being submitted as an inter-institutional effort to the US Department of Health and Human Services, Administration for Community Living, National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR).

As you are aware, successful community living constitutes the major objective of people with disabilities. Despite enormous progress made since the passage of the Americans with Disabilities Act and other landmark legislation in achieving community participation, many barriers still exist that prevent individuals with disabilities from living independently and participating fully in community activities. Your proposed Center seeks to address these barriers.

We are pleased that you have included Access Living and people with disabilities in the planning of this proposal and we are happy to be an active partner with you in all the Center activities. You will be conducting a training project with Access Living on arts and culture for people with disabilities.

For these reasons, I am pleased to provide my full support and the support of Access Living of Metropolitan Chicago for you to conduct the research, training, dissemination, and technical assistance proposed in this Center. In addition, I would also be happy to use my professional and community network contacts to disseminate and utilize the results of your work. We are delighted to be partnering with you on this important project. Please let me know if you have any questions, or if I can provide additional support.

Best wishes for success on this exciting project.

Sincerely,

A handwritten signature in black ink that reads "Karen Tamley". The signature is written in a cursive, flowing style.

Karen Tamley
President and CEO

CONFIDENTIAL AND PRIVILEGED: DO NOT DISTRIBUTE

MEMORANDUM

TO: Board of Directors

FROM: Charles Petrof, Mary Rosenberg, and Ken Walden

RE: Update on City of Chicago case (Affordable Rental Housing Program), City of Chicago case (Emergency Shelters), CPS case, Historic Home/Historic Neighborhood case, UI Health case, Haymarket treatment facility case, Beckwith Program at the University of Illinois case

DATE: April 20, 2021

City of Chicago (Affordable Rental Housing Program) – Federal Court Case

UPDATES IN BOLD

This case alleges the City of Chicago’s Affordable Rental Housing Program, over three decades, failed to comply with federal civil rights laws that require the program to be accessible to people with disabilities, and that this failure has contributed to the dearth of affordable and accessible housing opportunities throughout the city.

As reported previously, the parties have moved into the discovery phase of litigation, which involves the sharing of information with each side via formal written requests for information, and interviews with potential witnesses.

District Court Judge Dow referred the parties to Magistrate Judge Cole to manage the discovery process. We have regularly been before Judge Cole. On two separate occasions in August and September, Judge Cole ordered the City to produce certain documents. In each instance, the City failed to comply with Cole’s order. Accordingly, we filed a Motion to Enforce those orders, which asks Judge Cole to require the City to produce a certain number of documents by the 30th day of each month. Judge Cole granted the Motion, which forced the City to produce certain documents in a timely manner.

City of Chicago (Housing Shelters) – Federal Court Case

UPDATES IN BOLD

This case alleges the City of Chicago’s Emergency Shelter Care System is not accessible to people with mobility disabilities, in violation of Title II of the ADA.

The City filed a Motion to Dismiss our complaint. On August 25, after completing briefing on the City's Motion, District Court Judge Feinerman took oral argument and focused his questions on the issue of standing. After oral argument, Judge Feinerman ordered discovery to begin but took the motion to dismiss under advisement. Some of Judge Feinerman's questions suggested he believed a plaintiff could only have standing to pursue injunctive relief if the plaintiff remained homeless during the pendency of the entire litigation. We disagree and think housing instability, with a future threat of homelessness, is sufficient. This question seems to be the primary impediment to our effort to address the lack of accessible shelter placements.

Not long ago, the case was reassigned to a new judge, Judge Valderrama, who just recently ruled on the Motion to Dismiss. He ruled our client has standing to sue for injunctive relief, which is a big victory that enables the matter to move forward toward the goal of remedying the systemic access problem within the shelter system. However, he also decided our client does not have standing to sue for individual damages. This is a disappointment, but fortunately our client did not have a large claim for individual damages.

On April 8, 2021, Access Living's group DRACH (Disability Rights Action Coalition for Housing) joined the litigation. DRACH alleges standing, both on behalf of its homeless members, and in its own right for frustration of its mission to advance the cause of affordable and accessible housing. If allowed to continue in this case with Ms. Carter, DRACH's participation will protect the suit from a claim of mootness. If Ms. Carter finds stable housing, her claim may become moot, but DRACH's claims will remain. That will allow us to address the underlying question about the accessibility of the City's shelter system.

Chicago Public Schools – Federal Court Case

UPDATES IN BOLD

We represent a CPS primary school student and her mother in their demand for installation of an elevator in the student's school, which the student needs in order to make the school accessible to her.

On December 17, 2019, we completed briefing on our motion for summary judgment. Our motion argues that CPS violated the ADA in two separate ways. First, we argued the CPS school selection process discriminates against students with disabilities because only half of the schools available through that process are physically accessible, giving students with disabilities half the choices enjoyed by students without disabilities. Second, we argued CPS should be required to accommodate our client's disability because installing an elevator at one of its schools would not fundamentally alter CPS's activities. In furtherance of this second argument, we stressed that for a district the size of CPS, the cost of an elevator is dwarfed by its general activities, even in years of great financial hardship.

On December 17, 2019, CPS completed briefing its own motion for summary judgment. The CPS motion argued CPS's offer to transfer our client to a different school that operates in an accessible building is all that is required for compliance with Section 504 or the ADA. CPS

further argued that transfer to an accessible building has been ruled to be a sufficient remedy under the Individuals with Disabilities in Education Act (IDEA).

Several months ago, the Court issued a disappointing and surprising decision that held CPS has no obligation to accommodate the child and install an elevator. Thereafter, we filed a Motion for Reconsideration (i.e., a request that the judge reconsider his decision) that argues the Court's decision is contrary to (a) established Seventh Circuit precedent and (b) the plain reading of the ADA.

Judge Dow recently issued a decision on the Motion for Reconsideration. Fortunately, Judge Dow actually conceded that the breadth of his earlier ruling was an error, and he corrected the error in the decision. That is a win. However, although he conceded that error, it did not change his overall ruling that CPS did not have to accommodate our client.

After reviewing Judge Dow's decision on reconsideration, our client has elected not to pursue appeal in this matter. Although there are many factors relevant to that decision, an overriding consideration was the practical fact that any relief that might come from an appeal would not improve the accessibility of the client's school until after she graduated. The case is closed.

Historic Home/Historic Neighborhood case - Federal Court Case and State Court Case

UPDATES IN BOLD

Federal Court: In December, Access Living and the law firm Relman Colfax filed a fair housing complaint on behalf of a family that wants to modify an historic home in the historic neighborhood of Old Town to make it accessible for their 14-year-old daughter who uses a wheelchair. Namely, the family desires to create an accessible entrance, garage, and small living space in the rear of the building, install an elevator from there to upper floors, and make other accessibility improvements. Sadly, the family's effort is opposed by a group of neighbors who comprise the Old Town Triangle Association (OTTA), who claim the modifications will compromise the historical nature of the neighborhood and home, even though a number of historical preservation organizations have approved the family's plans for the home. The complaint alleges the OTTA's actions violate the Fair Housing Act, including the provision that prohibits coercion, intimidation, threats, or interference against someone who exercises his/her housing rights. The OTTA filed an Answer (i.e. a formal response to the complaint).

In March, the parties attended a settlement conference before Magistrate Judge David Weisman. The case settled with the following principal agreements:

- **the family can move forward with all needed accessibility improvements;**
- **the OTTA will, for at least the next three years, establish an Accessibility Committee to identify and address accessibility issues in the Old Town Triangle Historic District and the Old Town Triangle Art Fair;**
- **the OTTA will, for at least the next three years, provide, without charge, a booth at the Art Fair for Access Living or its designee; and**

- **the OTTA will pay damages and attorneys' fees to the family.**

State Court: You may recall we previously helped this same family win approval for its planned modifications from the Chicago Zoning Board of Appeals (ZBA). Unfortunately, the OTTA appealed the ZBA's decision to the Circuit Court (state court), and that case remains pending in that court. Access Living, as an organization, successfully intervened in the state court case to stress the fair housing implications of the case, and urged the court to uphold the ZBA's decision. The parties filed briefs in the case, and last week appeared (virtually) in court to present their respective positions. At the end of the hearing, the court affirmed/upheld the ZBA's decision. In other words, the family won and can make the long-sought improvements to make the home accessible. This state court case is now closed.

UI Health – Federal Court Case

UPDATES IN BOLD

On February 14, 2020, with our *pro bono* partners Andres Gallegos and Jennifer Sender of Robbins, Salomon & Patt, we sued the Board of Trustees for the University of Illinois concerning two ADA/504 violations in their UI Health system.

Our plaintiff, staff member Dr. Angel Miles, had two separate medical tests scheduled at UI Health. Because Dr. Miles uses a wheelchair, she recognized the possibility that the testing facility may not be accessible, and therefore advocated for accommodations at the outset when she started to schedule the tests. Despite her advocacy, UI Health scheduled both tests in facilities that were inaccessible to wheelchair users. Dr. Miles also discovered UI Health had no person or office with responsibility for coordinating accessible healthcare, in violation of the ADA.

UI Health answered the Complaint, and we have begun discovery.

A productive settlement conference was held on February 24, 2021. The parties agreed to continue settlement discussions with a second settlement conference scheduled for March 23, 2021.

Settlement conferences continue to be productive with our next conference scheduled for April 26, 2021. At this point, the parties have settled the claims for monetary relief. The claims for injunctive relief have also made great progress. UI Health has hired LCM Architects to survey its medical facilities' restrooms and recommend steps to bring them into compliance with the ADA. UI Health anticipates complying with all recommended steps. UI Health has also generally agreed to employ an ADA Coordinator to oversee accessibility and requests for accommodation. The parties continue to discuss the details of the ADA Coordinator's role and the accessibility improvements to the facilities.

Haymarket Treatment Facility in Itasca – Local Administrative Case and Possible Federal Court Case

UPDATES BOLD

We represent Haymarket in its effort to operate a treatment facility in Itasca for individuals recovering from addiction to drugs and/or alcohol. The Haymarket effort has faced stiff and vocal opposition from members of the Itasca community. Note that those in recovery are considered people with disabilities under the federal Fair Housing Act.

With our law firm partner, Daspin & Aument, we aim to get approval for the facility from the Village of Itasca, through a series of hearing zoning/planning hearings. If necessary and appropriate, we will file a proactive fair housing lawsuit against the Village if the zoning/planning hearings result in a denial of the facility.

The zoning/planning hearings began toward the end of last year. They occur on Wednesday evenings from 7:00 – 10:00 p.m. **Hearing dates are currently scheduled into May 2021.**

Beckwith Program at the University of Illinois – Advocacy Matter

Through its Beckwith Residential Services and Supports program, the University of Illinois has long been a national leader in educating students whose disabilities might interfere with their ability to attend college. This fall, the University abruptly canceled this decades-old program, leaving the enrolled students without services. The enrolled students scrambled to privately hire replacements for many of the services, and with PACE CIL, the local Center for Independent Living, advocated for U of I to reopen the program. The University initially refused.

The students and their advocate at PACE CIL contacted Access Living, and as a group designed a strategy to push the University to a point where advocacy could be successful. Access Living threatened to sue for reasonable accommodations for the current students that essentially asked the University to restore many of the services that were previously part of the program. After negotiation, the University agreed to most of the student's demands, and also agreed to reinstate the program for the spring semester.

This spring semester, the University reinstated the Beckwith program, and all our clients continued in the program this semester. In addition, the University is enrolling new students in the program for the next school year. Case closed.

To: Access Living Board Members
From: Amber Smock, Director of Advocacy
Re: Pandemic Advocacy Snapshot
Date: April 20, 2021

As Covid-19 vaccines have rolled out, Access Living has been very active in working to secure vaccine opportunities for people with disabilities, both at the State and the City levels. We have also previously been engaged on other pandemic advocacy matters. This memo provides a brief snapshot of our overall pandemic advocacy work to date (as distinguished from the direct service/mutual aid work we have done, which is also critical).

State of Illinois

- Following pressure from Access Living and other groups, the State created guidance to ensure nondiscrimination in crisis standards of care, and to ensure that a support person for someone with a disability was allowed to go with them in a medical setting. The Illinois Department of Human Rights (IDHR) partnered closely with us to produce the guidance, which also included language on nondiscrimination on the basis of race. However, it became clear that the guidance needed teeth and we requested edits. The State revised the document but we think there is still work to do to ensure enforcement. This is an ongoing effort.
- Access Living worked to build a new relationship with the Illinois Department of Public Health (IDPH), primarily through the Center for Minority Health Services. IDPH invited Access Living to form and facilitate two disability focus groups in December, focused on vaccine issues. IDPH staff were also our guests on two public town halls we have had so far this year on getting vaccinated.
- Access Living pushed the Governor's Office, IDPH, and the Illinois Department of Human Services (DHS) to move people with disabilities from Phase 1c of the vaccine rollout to Phase 1B. Both community allies and allies within the State also pushed for this ask. As a result, as of February 25, the State's guidance was

that people with disabilities are now eligible for vaccination statewide, although local public health departments had the discretion to move slower than the State's guidance, based on vaccine supply. As of April 19, all adults over 16 nationwide are vaccine eligible, so our advocacy on this is over for the moment.

- Our focus on the State level is now about a) ensuring that that getting a vaccine around the state (including at United Center) is now accessible, as well as b) asking the State to track disability vaccine data through their iCARES system, which is the main data collection engine across the state. We also support the bill SB 921, which is about starting a process for advising the Illinois Emergency Management Agency (IEMA) on disability issues in disaster/pandemic response.
- Access Living, throughout the pandemic, has closely monitored the impact of remote learning on students with disabilities, and is currently engaged on at least two key bills to address remote learning disparities for this group. One is about extending education for graduating students with disabilities who have turned 22 during the pandemic; the other is about digital accessibility requirements for third party software platforms used by schools.
- We have also remained in touch with Rahnee Patrick at the State's DHS-DRS office, who has helped with some outreach for vaccine slots for Chicagoans with disabilities.

City of Chicago

- In late 2020, Access Living sought a meeting with the Chicago Department of Public Health (CDPH) to raise concerns about the City's own vaccine prioritization and accessibility of securing a vaccine. CDPH, as well as representatives from the Mayor's Office and the Mayor's Office on People with Disabilities (MOPD), met with Access Living on January 26. They were extremely receptive to our concerns, but could make no promises about moving people with disabilities from Phase 1C to Phase 1B. The City never did shift the prioritization of people with disabilities; however now all above age 16 area eligible.

- Subsequent to the January meeting, the City formed a disability stakeholders engagement group which has by now met four times. This group is now working with the City to do outreach and to identify vaccine slot opportunities.
- The City asked Access Living to weigh in on its in-home vaccination program, for which thousands of people with disabilities have now registered. Demand is outpacing the City's capacity to send paramedics to perform vaccinations.
- The City announced its Protect Chicago Plus program, which includes vaccine eligibility for people with disabilities living in the focus neighborhoods; however, we asked the City to strengthen its Protect Chicago Plus messaging to be clear that disability equity is included within the racial equity goals.
- Access Living is now working directly with CDPH to explore the possibility of vaccinations to be provided at our building site. In addition, the AL team developed a proposal to handle signing more people with disabilities up for vaccines, pending coordination with the City. MOPD did give us a few hundred slots to work with, which we were mostly successful in filling, but we think we can do more by coordinating directly with CDPH.

Community Advocacy Engagement

Access Living has at this time hosted two community virtual town halls focused on the vaccine, which included guests from both the City and the State. We have also held a community town hall for people to talk about their disability experiences during the pandemic. Thanks to the Communications Department, we have also been able to place media stories/interviews to highlight the disability experience during the pandemic.

To: Access Living Board Members
From: Amber Smock, Director of Advocacy
Re: Access Living Spring State Legislative Advocacy 2021
Date: January 21, 2021

At the time of this writing, we are about six weeks out from the end of the Spring legislative session. Friday, April 23 will be the deadline to move bills from their chamber of origin to the other chamber for consideration. At the time of our meeting, it is likely there will be updates on the status of the bills mentioned below.

Each year, Access Living focuses on a few core bills while also supporting bills championed by trusted partners. We also monitor the State budget process. Regarding the budget process and its impact on Access Living's state funding, we expect that the FY 22 budget will either see minimal impact on our state funds, or more likely, that the funding will stay flat. We are assisted on our bills and budget advocacy by two contract lobbyists, Dave Lowitzki (generalist with particular focus on Medicaid systems) and Phil Milsk (specialist in special education lobbying support).

Access Living Core Bills

- **Legislative Accessibility Act:** Also known as SB 180/HB 855, the Legislative Accessibility Act aims to streamline disability access to the proceedings of the Illinois General Assembly, and establish a process for phasing in accessibility improvements. This bill may not pass, but the Illinois Secretary of State's office is willing to work with us after sessions to set up a working group to identify access improvements and funding.
- **Supporting Alternatives to Emergency Response:** HB 2784 is the Community Emergency Services and Supports Act (CESSA). The goal of CESSA is to ensure that 911 emergency dispatch can actually dispatch appropriate non-police support for people with disabilities who are in mental or behavioral health crises. We have been forming a statewide coalition on this and hope to get this out of the House by Friday April 23.
- **Extending Transition Services for Graduating Seniors with Disabilities:** SB 1821/HB 2748 would allow students with significant disabilities, who are graduating during the pandemic's remote learning, to access in-person transition services even after they age out. This bill has faced opposition from school administrators who claim that it will cost funds they don't have. We have been working to identify pandemic funding to support this. This bill is VERY popular with impacted families.
- **Ending Source of Income Discrimination Statewide:** HB 2775/SB 2492 is the same bill, designed to end source of income discrimination for renters statewide. This bill also faces an uphill battle but is important to people with disabilities.

- **Seclusion and Restraint Bill:** Access Living has been pushing hard with allies to end the use of seclusion and restraint on students with disabilities through the bill SB 2296. Private school administrators have fought hard to keep the ability to lock students in prone restraints. We thought the main bill sponsor had committed to banning the use of prone restraint, but she introduced an amendment today to allow it; therefore we are dropping support for the bill.
- **Extending Complaint Period for Families Impacted by CPS Service Denial:** Provides that complaints concerning delays and denials of special education services in the 2016-2017 or 2017-2018 school year by the Chicago school district as a result of the adoption of policies and procedures identified by the State Board of Education as unlawful must be filed on or before September 30, 2022 (rather than September 30, 2021). Access Living was one of the original groups that called for ISBE's investigation of this problem.

Sample Bills Access Living Supports

As an example, here are some active bills that Access Living is not leading, but that we support because they will have positive impact for people with disabilities. We hope all of these will make it through the April 23 deadline. This list is not comprehensive but rather a sample of bills of interest that align with Access Living's mission/policy positions.

- SB 655: Repeals the statute creating the offense of criminal transmission of HIV. This will decriminalize people living with HIV and AIDS.
- HB 116: Lifts the ban on rent control statewide.
- HB 1829: Provides for automatic renewal of disability status for homestead tax exemption.
- HB 26: To ensure that the content available on any third party online curriculum that is made available to enrolled students or the public by a school district through the Internet is readily accessible to persons with disabilities, in compliance with Level AA of the World Wide Web Consortium's Web Content Accessibility Guidelines.
- HB 292: Will increase the personal needs allowance (PNA) allocated to residents of group homes. Those on Medicaid are currently only allowed a PNA of \$30 maximum per month.

Questions regarding our legislative agenda may be directed to Amber Smock, asmock@accessliving.org.



Development Report

Access Living Board Report – 4.28.2021

RDC Chair: Jennifer Brown

RDC Vice Chair: Kristin Weaver

Director of Development: Barbara Khalouf

LEGACY CAMPAIGN:

- We are at 59.95% of our \$6.5M goal - with \$3,896,500 (pledged and/or in-house).
- We are planning to sunset the Campaign in September around the 2nd Anniversary of Marca's passing.
- We are also in the early stages of planning an outdoor dedication on the Access Living rooftop terrace to formally install Karen as the holder of the Marca Bristo Legacy Chair, and unveil commemorative signage recognizing the contributors. Mark your calendars for **Thursday, September 9 from 5 – 7pm.**
- Communications has taken the lead to help create a fundraising video to send to key prospects, which will help in our final push to goal. We'll be sure to share once it's final.
- **A huge THANK YOU to all who have already made your own personal and stretch commitment to this campaign – we couldn't do this without you!**

WEEK OF GRATITUDE

Development and Communications worked together to create our 2nd Annual *Week of Gratitude* social media & email campaign, which took place the week of March 22nd. The goal was to let our supporters, consumers, volunteers and staff know how much they are appreciated. All Board members should have received your own branded AL face mask in the mail during that time – please let Brenna or Barbara know if you didn't receive yours.

GRANT SPOTLIGHT

We're especially excited to highlight a **new \$125,000 grant** from the Chicago Community Trust (CCT) that supports our Education, Health, Housing, and Transportation Policy work. This is a particularly significant grant, since finding organizations to support policy work is quite difficult. We were only able to secure this grant because of the great work of our policy staff that was reflected in the proposal. The work of our grant writers does not exist in a vacuum and their talent comes from being able to articulate and distill the amazing and complex work of our staff.

NEXT GALA

As you know, ripples of the pandemic pushed our signature fundraising event from June to November last year. Due to this pivot, and for the safety of our guests, we are looking to potentially host our next Lead On! Gala in Spring 2022. AL Staff are still strategizing the timing/program/etc. – stay tuned!

2021 SOLICITATION

Due to the Gala timing, we are drafting a solicitation to our past Gala Sponsors/Supporters to consider Bridge Year support for this year.

VIRTUAL AUCTION UPDATE

We have made the decision *not* to move forward with a virtual auction at this time. Communications & Development worked together to determine feasibility of an accessible virtual auction. We reached out to our website partner to help us determine what it would take to create an accessible option and the associated costs, which unfortunately are not cost-effective at this time.

OTHER

If you're interested in exploring any individual or corporate connections, tapping into matching gifts, discussing your own personal giving, etc., please reach out to Barbara.

Russell Shaffer

Russell Shaffer is Director – Brand Strategy, Outreach and Benchmarking in the Office of Global Culture, Diversity & Inclusion at Walmart, and reports directly to the Chief Culture, Diversity & Inclusion Officer. He and his team have responsibility for visual and messaging strategy; executive and enterprise communication; and strategic relationships related to the company’s global culture, diversity and inclusion initiatives. He joined Walmart in 2006 and has held roles managing global internal communications and benefits communications. In a previous role as Senior Manager – Constituent Relations, Russell managed Walmart’s corporate strategy and stakeholder outreach for the people with disabilities and aging constituencies.

His career as a professional communicator spans more than 15 years and includes roles in advertising, corporate communications, marketing, print journalism and public relations. Russell has held positions at May Department Stores, The Timken Company and The Ohio Optometric Association, and began his work experience as a teenager paying his way through school as an hourly associate at Walmart and Sam’s Club locations in Michigan and Ohio.

Russell was elected Chair of the Board of Trustees for the American Foundation for the Blind (AFB) in November 2017 after joining the AFB Board in October 2015. AFB also named him its 2015 Stephen Garff Marriott award recipient in recognition of his professional achievement and service as a person who is blind or low vision. He has previously served two terms as Chair of Walmart’s Advocates for Disability Awareness and Education (ADAE) resource group, and has been a board member of Sources for Community Independent Living in Fayetteville, Ark. since 2012. His service has included positions on the U.S. Business Leadership Network’s (USBLN) Corporate Advisory Board, the Disability Equality Index (DEI) Advisory Committee and the National Council on Independent Living’s (NCIL) Corporate Development Council. In April 2018, Russell traveled to China to serve as a private sector disability employment expert as part of a U.S. State Department delegation engaging in bilateral discussions with the China Disabled Persons Federation.

Russell is an honors graduate of Malone University in Canton, Ohio, and holds a bachelor of arts degree in business administration and communication arts. He resides in Rogers, Ark. with his wife, Jessica, and their children, Sophia and Brady. His perspectives on disability advocacy and inclusion are informed by his experiences with retinitis pigmentosa, a genetic, degenerative eye disease that was diagnosed when Russell was 10 years old and led to his legal blindness by his late 20s.

Access Living

January 2021 Financials-Variance Analysis

<u>Revenue</u>	<u>Variance</u>	
Government - Grants	(58,629)	MOPD and Fast Track Grants
Legacy/Individuals/Direct Mail/General Online	78,427	
Other	10,833	Numerous other small items
Total Revenue	30,631	
 <u>Expenses</u>		
Salaries/Benefits/Insurance/Other Benefits/403B Match	67,804	Open Positions
All Other Expenses	25,664	Numerous other small items
Total Expenses	93,468	
Excess or (Deficiency)	124,099	
 EXCESS or (DEFICIENCY)	 124,099	

**Access Living
Income Statement - YTD January 2021
Board Summary**

	YTD Actual January 2021	YTD Budget January 2021	Actual - Budget Variance January 2021
Revenue			
1 Government- Grants	1,832,669	1,891,298	(58,629)
2 Contracts/Service Fees	213,907	211,131	2,776
3 United Way	34,376	31,633	2,743
4 Corporations/Foundations	940,000	937,902	2,098
5 Benefit- Individuals/Corp/Fdn/Org	318,863	312,290	6,573
6 Major Gifts/Individual Advocates	14,000	14,000	0
7 Legacy/Individuals/Direct Mail/General Online	3,657,799	3,579,372	78,427
8 Second Fundraiser/Planned Giving	1,500	0	1,500
9 Endowment	451,076	451,076	0
10 Honor and Memorial Gift	1,000	0	1,000
11 Restricted Operating Fund	628,744	628,744	0
12 Other	158,455	164,312	(5,857)
TOTAL REVENUE	8,252,389	8,221,758	30,631
Expenses			
1 Salaries/Benefits/Insurance/Other Benefits/403B Match	2,860,501	2,928,305	67,804
2 Utilities/Telephone	104,340	97,025	(7,315)
3 Insurance - General Liability	33,191	32,080	(1,112)
4 Office Supplies/Printing & Forms	20,698	18,461	(2,237)
5 Travel/Food	1,854	10,500	8,646
6 Cleaning & Maintenance/Equipment/Maint. Agreement/Software	109,700	113,242	3,542
7 Depreciation/Bldg. Expenses/Amortization	265,495	263,814	(1,682)
8 Management Consultants	171,866	159,346	(12,520)
9 Special/Group Events/Direct Mail	67,996	71,024	3,028
10 Specific Program Expense	17,087	17,087	0
11 Other	221,051	256,362	35,311
TOTAL EXPENSES	3,873,780	3,967,248	93,467
EXCESS or (DEFICIENCY)	4,378,609	4,254,510	124,099
1 Major Gifts Utilized from Prior Years	0	0	
2 Polk Foundation (FY20&FY21)	60,000	60,000	
3 Crown Family Philanthropies	75,000	75,000	
4 MacArthur Foundation (FY20&FY21)	175,000	175,000	
5 Building Depreciation	220,115	220,115	
6 Legacy Campaign Endowment Funds	(3,625,602)	(3,550,000)	
7 Ford Foundation (2yr grant, FY21&FY22)	(300,000)	(300,000)	
8 Ford Foundation (2yr grant, FY21&FY22)	(50,000)	(50,000)	
9 Lucy Ascoli (3 yr grant, FY20, FY21 & FY22)	(150,000)	(150,000)	
10 Endowment Draw	0	0	
REVISED EXCESS or (DEFICIENCY)	783,122	734,625	

**Access Living
Actual Cash Flow
YTD January 2021**

	<u>YTD January FY21</u>
Cash Flow From Operating Activities:	
Net Income (Loss)	\$ 4,378,610
Increase in Receivables	\$ (228,088)
Decrease in Liabilities	\$ (111,538)
Increase in Prepaid Expenses	\$ (128,074)
Noncash Items:	
Depreciation	\$ 265,495
Cash Flow from Nonoperating Activities:	
Capital Expenditures	\$ (8,459)
Endowment/reserve fund Activity	\$ (1,096,349)
Net Cash Change	<u>\$ 3,071,597</u>
Beginning Cash	\$ 3,325,246
Ending Cash Balance	<u><u>\$ 6,396,843</u></u>

**Access Living
Balance Sheet
01/31/21**

<u>Assets</u>	<u>01/31/21</u>	<u>06/30/20</u>
1 Cash & Equivalents - Unrestricted	6,396,843	3,325,246
2 Cash & Equiv.- Restricted Operations	-	-
3 Cash & Equivalents - Restricted Passthru	33,794	37,262
4 Cash & Equivalents - Restricted Fiscal Agent	11,057	11,060
5 Cash & Equiv.- Blg. Maintenance Fund	-	-
6 Cash & Equiv.- Emerg. Operation Reserve Fund	-	-
7 Cash & Equiv.- Endowment Fund	-	-
8 Cash & Equiv. - DNR-DSG Endowment	875,641	772,155
9 Cash & Equiv. - AL BD Res Ops RFD-P	5,174,842	4,546,099
10 Cash & Equiv. - AL Board Designated Endowment	2,847,209	2,479,620
11 Revenue and Other Receivables	3,634,450	3,406,721
12 Allowance for Uncollectible Receivables/Pledge Discount	(128,272)	(128,632)
13 Prepaid Expenses	142,425	14,351
Total Current Assets	18,987,989	14,463,881
 PP&E		
1 Land	251,353	251,353
2 Art	59,461	59,461
3 Building/Blg. Improvement	11,601,292	11,592,833
4 <i>Accum Depr- Building/Blg.Improvement</i>	(5,372,482)	(5,132,912)
5 Fixed Assets- Equipment	266,053	266,053
6 <i>Accum Depr- F.A. Equipment</i>	(211,298)	(191,615)
7 Building Furniture and Equip.	947,300	947,300
8 <i>Accum Depr- Furniture and Equipment</i>	(915,773)	(912,239)
9 <i>Fixed Assets- Vehicle</i>	32,500	32,500
10 <i>Accum Depr- Vehicle</i>	(17,411)	(14,702)
11 Fixed Assets- Ombudsman	12,544	12,544
12 <i>Accum Depr- Ombudsman</i>	(12,544)	-
Total Fixed Assets	6,640,996	6,898,032
 Security Deposits	 -	 -
 Total Assets	 25,628,985	 21,361,913
 Liabilities & Fund Balance		
1 Accounts Payable	138,689	96,086
2 Other Accrued Expenses	1,105,603	1,259,741
3 Pass Thru Liability	1,677	1,680
Total Current Liabilities	1,245,968	1,357,506
 Total Fund Balance	 24,383,017	 20,004,407
 Total Liabilities & Fund Balance	 25,628,985	 21,361,913

Investment Analysis

As of 3/31/21

	<u>Balance as of 6/30/20</u>	<u>Balance as of 3/31/21</u>	<u>Gain/ (Loss) during Year</u>	<u>% Gain/(Loss)</u>
Board Restricted Operations Reserve Fund	\$4,546,099	\$5,392,468	\$846,369	18.62%
Board Designated Endowment Fund	\$2,479,620	\$2,969,429	\$489,810	19.75%
Donor Designated Endowment Fund	<u>\$772,155</u>	<u>\$912,204</u>	<u>\$140,050</u>	18.14%
Total	<u><u>\$7,797,873</u></u>	<u><u>\$9,274,101</u></u>	<u><u>\$1,476,228</u></u>	18.93%