

**ILLINOIS COUNCIL ON AGING
MEETING MINUTES**

WEBEX

**TUESDAY, DECEMBER 15, 2020
10:00AM – 12:00PM**

MEMBERS PRESENT VIA WEBEX AND TELECONFERENCE:

Phyllis Mitzen, Anthony Frazier, Julie Bobitt, Nancy S. Chen, Christie Goleman, Paulette M. Hamlin, Kim Hunt, Britta M. Larson, Susan Lawler, Patricia Marton, Lee Moriarty, Representative Anna Moeller, Robert J. O'Connor, Anna M. Oestreich, Mubarak A. Mirjat, Steve Wolf

MEMBERS ABSENT:

Jane Angelis, Margaret Huyck, Talat Khan, Senator Mattie Hunter, Representative Rita Mayfield

VISITORS:

None

DEPARTMENT ON AGING STAFF PRESENT:

Paula A. Basta, Director
Selma D'Souza, Chief of Staff
Rhonda Armstead, General Counsel
Lisa Zuurbier, Division Manager, Community Relations and Outreach
Amy Lulich, Senior Policy Advisor
Chuck Miller, Deputy State Long Term Care Ombudsman
Mike Berkes, Division Manager, Planning, Research, Development and Training
Theresa McKeon, Business Services Manager/Deputy CFO
Samantha Brill, Legislative Liaison
Amber Bolden, Administrative Assistant

SUMMARY

Opening:

The meeting was called to order by Phyllis Mitzen at 10:03 a.m.

Roll call was taken by Anthony Frazier and it was determined that a quorum was established.

Approval of Minutes:

Phyllis Mitzen entered a motion to approve the minutes from the Illinois Council on Aging (ICoA) meeting held on September 15, 2020. Anthony Frazier seconded the motion; all members voted aye, and the minutes were approved as presented.

Public Comment:

None.

DEPARTMENT UPDATES

COVID Vaccine, Mass Vaccination Planning:

Director Basta informed the Council that the first vaccination in the State of Illinois will take place today at Loretto Hospital, Chicago, Illinois. The mass vaccination plan is going to be rolled out in phases, with Phase 1A starting next week to include frontline healthcare workers. The Center for Disease Control (CDC) will begin to distribute the vaccine to long-term care facilities and healthcare personnel. During the week of December 20, the Illinois Department of Public Health (ILPH) will approve allocating portions of the vaccine to the State's pharmacy partners, CVS and Walgreens. During the week of December 27, vaccinations will begin at the 2,400 long-term care facilities licensed in Illinois. IDPH will also be looking at vaccinations for the top 50 counties most affected by COVID-19.

The Department on Aging (IDoA) is a key partner with ILPH regarding rollout of the vaccine to older adults. IDoA will provide education and outreach to the older adult community for as long as necessary. The IDPH COVID-19 strategy documents were sent to the Council for review.

IDoA has distributed over one million pieces of Personal Protective Equipment (PPE) to the Illinois Aging Network and will continue to fill requests for PPE supplies. IDoA will invite someone from IDPH to the next ICoA meeting to provide a service-delivery update.

State Plan on Aging:

Amy Lulich thanked Council Members who submitted comments and participated in the Department's virtual Public Hearing in October 2020. IDoA received more than 200 comments and Department staff are currently going over stakeholder feedback. The Department will submit the draft State Plan to Administration for Community Living (ACL) by December 31. As part of its commitment to implementation, IDoA will provide updates regarding State Plan progress and solicit feedback from the ICoA and the Aging Network.

Legislative Update:

The Illinois State Legislature did not have a typical 2000 Spring Session or Veto Session. Currently, there is no date for the official start of the Spring 2021 Session. The Department was unable to move forward with any proposed legislation last year due to the COVID-19 pandemic. IDoA will reintroduce its legislative initiatives that were submitted last year. There should be more clarification regarding the legislative schedule in the New Year.

Waiver Renewal:

The Department is working with the Illinois Department of Healthcare and Family Services (HFS) to renew the 1915(c) waiver. The Medicaid Home- and Community-Based Services (HCBS) waiver program was authorized under Section 1915(c) of the Social Security Act. Within broad Federal guidelines, states can help provide different services that allow individuals to remain in their own homes or live in community settings, instead of institutions. Currently, Illinois has nine approved HCBS waivers.

All waiver work goes through the U.S. Centers for Medicare and Medicaid Services (CMS) at the federal level and through HFS at the state level. The waiver runs on a five-year cycle and was last renewed in November of 2016.

The Department has held many meetings with HFS to identify new performance metrics to measure the efficacy of the Community Care Program (CCP). The waiver undertaking includes the submission of an Evidentiary Report that was submitted to CMS and approved on October 27, 2020. IDoA continues to work through the waiver process with HFS and CMS. HFS provided for submission in early August but timelines are subject to change based on CMS guidance. There will be a formal public comment period that is expected to take place in late March or early April. The Department will inform stakeholders of the dates for public comment.

Appendix K is a standalone appendix that may be utilized by states during emergency situations to request amendment to approved 1915(c) waivers. Due to the COVID-19 pandemic, IDoA drafted Appendix K flexibilities that were approved by HFS and CMS. Appendix K allowed spouses to provide in-home services. IDoA is interested in examining the effectiveness of new models that might result in better service to older adults enrolled in CCP.

Ombudsman / Long-Term Care

The Ombudsman have been accessing long-term care facilities for some time now. There was a strike in the Chicago area where the Ombudsmen were inside the facilities for seven straight days assisting residents.

The Ombudsman are waiting on the vaccine and will be among the first to get it, along with the residents of long-term care facilities. The Ombudsman are having a WebEx meeting with IDPH today to learn more about vaccination efforts.

According to IDPH Guidance, the Ombudsman are deemed Essential Caregivers. Essential Caregivers interact with residents and help them with their daily needs. The pandemic has been extremely hard on the residents of long-term care facilities and their mental health. COVID-19 has significantly impacted the Ombudsman program. However, the Ombudsman have taken all safety precautions and followed the Guidance. The Ombudsman are meeting with IDPH and are making complaints because there are some Center for Disease Control (CDC) violations occurring. Since entering the long-term care facilities, Ombudsman have witnessed staff not wearing masks and going straight from a COVID unit to another unit without changing their PPE. It is extremely important for Ombudsman to access facilities and report infractions. There are some facilities that do not abide with compassionate care visits and the Ombudsman staff are working through those issues.

NEW BUSINESS **COUNCIL UPDATES AND COMMUNITY STORIES**

Phyllis Mitzen called on ICoA members to provide a brief report from their diverse community areas regarding the issues experienced due to the COVID-19 pandemic. They are listed as follows:

How food/hunger is being managed/addressed:

Anthony Frazier resides on the Southwest Side of Chicago and he reported that many of its historic working-class neighborhoods have been battling some of Chicago's worse COVID-19

pandemic outbreaks. For example, the COVID-19 testing positivity rates for several localities, have been languishing in the alarmingly high double-digit categories for quite a while, and these rates are usually 10-points higher on average, in comparison to other Chicago community areas. Mr. Frazier also noted that his countless neighbors serve as dedicated public-safety professionals; health care specialists; retail employees; seasonal workers; emergency first responders; social service administrators; low-paying, essential hospitality industry employees; and, they also work in jobs that put them at a greater-risk for contracting COVID-19. Consequently, due to their critical functioning occupations on the frontline of society, teleworking from home is sometimes not a feasible option for the untold primary breadwinners. Luckily, much of the food insecurity and nutritional deficits for certain residents is presently being supplemented by a variety of prominent grassroots community groups and civic engagement resources. They include: the Chicago Department on Aging-Southwest Senior Center Programs/Services; public/private partnership emergency food banks, such as the "Greater Chicago Food Depository;" extended family & friends social resource networks; religious institutions; governmental largess; online food ordering companies, such as Uber Eats, DoorDash, Postmates, and Grubhub services; et cetera.

Julie Bobitt serves on the East Central Illinois Area Agency on Aging (AAA) Advisory Board and participates in social isolation committees in Champaign and Macon Counties. In Julie's community, food hunger is being managed by congregate meal sites that have modified their services to provide home delivered meals. Catholic Charities recently reported that they had taken on an additional 150-175 congregate meal clients and are receiving new clients each week.

In Nancy Chen's community, the Chinese American Service League (CASL) delivers hot meals to over 300 older adults in six senior buildings. The program started on May 1 and continues to deliver meals to date. The Chinese Christian Union Church provides another food service program. In addition, the Chinatown Chamber of Commerce is working with State Representative Theresa Mah to provide food services in the community twice a month.

Paulette Hamlin serves at the Western Egyptian Economic Opportunity Council in Southern Illinois that includes Randolph, Perry, Jackson, and Monroe Counties. They are seeing a tremendous need for food. Food pantries received funding from the Coronavirus Aid, Relief, and Economic Security (CARES) Act and other sources help to meet the needs. There is a great increase in number of older adults requesting home delivered meals. The organization is also seeing a tremendous amount of people with eviction notices. These individuals are not able to pay their rent due to lack of employment or being laid off from work because of COVID.

Britta Larson works at the Center on Halsted where they provide an array of programs and services for the LGBTQ community over the age of 55. Currently, most services at the Center are geared towards the emerging needs of seniors due to the pandemic. The Center provides food services to the elderly and turned their facility into a pop-up food pantry. The Center connects many of their clients with home delivered meals through the AAA. It also partners with the Greater Chicago Food Depository and different restaurants in the area. The Center on Halsted also offers virtual programming for LGBTQ seniors and scheduled Christmas meal delivery and Christmas day bingo to help keep people engaged during this difficult time.

Susan Lawler said that the Lee County Council on Aging does a wonderful job delivering food to seniors and isolated individuals. The food packages delivered daily include items to keep people engaged including games, puzzles, and cards. Home delivered meals provide some beneficial interaction for clients. Funding is coming in slowly and that hinders some food delivery. The Lee County Council on Aging doesn't charge for food services regardless of income level.

Steve Wolf is on the Board of the Southwestern Illinois AAA, AgeSmart Community Resources. The AAA ordered shelf made staple meals to distribute throughout the service area. There were also approximately 400,000 meals made available through FEMA. The churches in the greater East St. Louis area collaborate with the St Louis Area Food Bank to distribute food. The number of Home Delivered Meals has increased by approximately 30 percent. AgeSmart is concerned about the ability to maintain this level of service as it moves into 2021.

Kim Hunt reported that there are many LGBTQ individuals having a difficult time during the pandemic. The AIDS Foundation Chicago has a COVID hub to address the needs of LGBTQ individuals. The Pride Action Tank Housing Department and Center for Health and Housing have been instrumental in assisting individuals who are experiencing homelessness and test positive for AIDS, including older adults. The Pride Action Tank worked with Howard Brown Health to conduct a needs assessment of the LGBTQ community. Approximately 30 percent of respondents said their needs have changed a great deal since the start of the COVID pandemic. There is a great need for food services. Many individuals have lost income due to unemployment or reduced work hours. Many LGBTQ individuals are cobbling together multiple jobs to make a livable income. Individuals are deferring doctor appointment and other healthcare related activities because they're afraid of going into the facilities and contracting COVID-19.

Britta Larson added that the Center on Halsted is very concerned about seniors who are facing eviction, or those who may become unstably housed as a direct result of the financial implications of COVID-19. The Center serves a slightly younger older adult community, including older adults who may be too young for Social Security and subsidized senior housing. The Center tries to do as much as possible to address economic insecurities, including housing, of the LGBTQ community.

Mental health needs, and addressing social isolation and loneliness

Phyllis Mitzen lives in the Streeterville area, which is a neighborhood on the Near North side of Chicago in District 18. The District Commander has assembled an Individual Crisis Team. Phyllis will be meeting with the Commander on Thursday to discuss what services might be available through the Village, which is a membership organization within her community. The Village members are very concerned about loneliness and isolation. The concerns about COVID-19 and the prospects of additional cases in the coming months are looming large over the community.

Anthony Frazier highlighted a variety of culturally-competent, coping mechanisms and community mental health wellness resources that are readily available to the residents. They range from the following: faith-based tenets, spiritual, and religious communities; periodic welfare/wellness checks and referrals by the Chicago Police Department (8th District);

the “Community Organized Relief Effort” Grassroots Organization; social services institutions and racial/ethnic benevolent agencies; family cohesion mores and established family cultural traditions.

Lee Moriarty works with individuals in long-term care facilities. Lee said that residents are experiencing mental health issues. For example, residents in assisted living are afraid of leaving their apartments at the risk of contracting COVID. Following an arrival of a vaccine, residents may continue to fear leaving their apartments and deal with anxiety and mental health issues. Many individuals move to a long-term care facility due to dementia needs. For those individuals with dementia, it is often a struggle to get them to stay in their rooms. Some facilities are scheduling walks and other activities to help individuals cope. Lee mentioned that there are a few communities that have been certified as Dementia Friendly within the State, including Naperville. Lee serves on the Board of the Illinois Pioneer Coalition and they have partnered with Dementia Friendly Illinois to help advance the movement.

Julie Bobitt reported that in her area the AAA social isolation committees are preparing to conduct surveys with home delivered meal clients regarding isolation. In Macon County, manuals were mailed to older adults identifying resources available in their community. The committees discussed interest in teaching individuals how to use social media and shared resources from a Florida institution that has a step-by-step social media guide. Rush University Medical Center also has a great step-by-step guide that can be utilized in Illinois. Julie offered to share these resources with ICoA Members. The East Central Illinois AAA conducted a dementia training as part of their last meeting and all participants were certified as Dementia Friends. There are efforts in Champaign and Macon Counties to work towards becoming Dementia Friendly Communities. Julie said that there is still some limited funding available in the Illinois Care Connections program made available through CARES Act funding from ACL. These funds are for devices such as iPads, tablets, and WIFI for older adults and persons with disabilities who are currently receiving services through a IDoA or DHS program. For individuals wanting to apply, a referral from an Aging or DHS provider is required. The link to program information is at <https://iltech.org/services/illinois-care-connections/>.

Nancy Chen reported that there has been an increase in domestic abuse since the COVID-19 pandemic started. CASL is working with Apna Ghar and the Midwest Asian American Health Association to report abuse and help individuals who are experiencing domestic abuse. The Midwest Asian American Health Association receives funds from the city of Chicago to provide mental health services within the community.

Christie Goleman noted that in skilled care, some of the facilities are not allowing family members to visit until a patient is considered actively dying. This causes great emotional and mental health issues in both patients and their family members. Many hospice patients are very scared, and they feel like they don't have a voice during their last moments. There is isolation in the home settings, as well as within facilities.

Paulette Hamlin added that mental health and social isolation are major concerns in Southern Illinois. Paulette and her colleagues are trying to call seniors in their community at least once a week to see what they may need. There are not a lot of other resources available in the area other than those provided by the senior center.

Kim Hunt is employed at Pride Action Tank, an advocacy project of the AIDS Foundation Chicago. Pride Action Tank has a difficult time across the board talking about the impact of COVID-19 on the LGBTQ community because there is no consistent data collection on sexual orientation and gender identity. When it comes to LGBTQ older adults, the degree of isolation is very high. Many are detached from their families and are less likely to have children.

Steve Wolf said that AgeSmart is working with Chestnut Health Systems to provide mental health services. He reported that these services were well received and well utilized. More than 10,000 telephone reassurance calls have been made to older adults in the area. AgeSmart added a learning channel that offers interactive live classes through zoom. The classes are taught by retired educators.

Nancy Chen mentioned that news articles and community reporting indicate an increase in the number of racial attacks, social isolation, and unemployment. Chinese community organizations have been working diligently to protect and assist workers in filing unemployment claims. Many businesses have closed, including many restaurants due to the pandemic. The Chinatown Chamber of Commerce is helping small businesses apply for loans. Data from six states indicate that there is a higher fatality rate for Asian Americans who contract COVID-19. Nancy mentioned that there is no precise or focused data of older adult Asian Americans. Nancy would like to discuss the lack of data. She hopes the Council will be able to help collect data to better identify the needs of older adult Asian Americans, as well as needs of other older adult demographic groups. Nancy attends meeting with the Coalition For A Better Chinese American Community. They are hosting COVID-19 coordination calls with their elected officials.

Christie Goleman reported that in Sangamon County people are leaving the hospital and going home instead of entering a rehabilitation facility following surgery. People are choosing to go home due to the fear of getting COVID within the facilities. Christie reported that there are people going home that might not be prepared following the release from the hospital. This may cause unsafe home issues and caregiver stress. When a client receiving in home services tests COVID positive, most agencies cease providing services for 10-14 days following the initial diagnosis or until symptoms are no longer present. There's only one agency in the area that is currently providing care to COVID-19 positive clients. There is a lack of supportive care for many individuals and they are living isolated in their own homes. There is often not enough support to cover their activities of daily living.

At the Dixon Senior Center in Lee County, Susan Lawler has seen an increase in transportation needs. The bus drivers are working 10-hour shifts to accommodate clients. The clients are happy because they get to interact with the bus drivers. The bus drivers have not stopped working since March 2020 when COVID-19 was announced to the public. Bus drivers continue to transport people to COVID testing sites and healthcare facilities for dialysis, chemotherapy, and radiation. The Senior Center has seen a decline in those individuals enrolling in assistant living due to COVID-19.

Patricia Marton reported on how COVID is impacting her lifestyle. She spends her time walking in the afternoon and paying more attentions to the details in her surroundings. Patricia

has created a garden inside her home. She sends cards to friends and family, as well as to people in hospitals and retirement homes. Patricia said that she looks forward to the results of the Elder Abuse Task Force and that the report was due soon to the Governor. She mentioned that the COVID-19 pandemic has result in the development of abusive situations. She said that TRIAD assists by bringing together law enforcement and advocates with concerns for the problems affecting the elderly in the community. She attended TRIAD meetings and impressed with the information shared.

Mubarak Mirjat lives in a predominately Pakistani, Asian, Indian, Muslim community. All mosque and community centers have been devastated by the pandemic. In-person services are on hold. Most people are connecting with their mosque and community centers via zoom three to four times a week to listen to sermons. They also discuss the proper use of PPE and social distancing. The elderly population has been devastated by the pandemic and several people in the community have died due to COVID-19.

Pressures of hybrid and in-home learning on grandparents

Anthony Frazier informed that in several familial settings, formally teaching children at home is not a realistic economic and/or durable academic option for many working-class families on the Southwest Side of Chicago. For example, grandparents serving as family caregivers and suddenly fulfilling a new role as COVID-19 pandemic quasi “substitute teachers,” are now daily faced with pronounced language barriers when interacting with school officials; mobility limitations; managing culture change in the family household; struggling to understand schoolwork and instructional learning pedagogy; tackling the learning curve of operating challenging video conferencing technologies; and keeping active school-age children on task in a highly restricted, at-home learning environment. On another front, the community-based, non-profit group, “Metropolitan Family Services of Chicago” indicated that they are still doing “in-person” day care services because of the parents’ hectic work schedules as essential workers. In addition to tackling staff shortages, this organization estimates that over 20 percent of their young clientele have been exposed to a COVID-19 stricken household member and/or family caregiver. Additionally, many parental guardians are asymptomatic carriers of the COVID-19 virus and are unwittingly, super-spreaders of the disease.

Reactions to masks/use of Personal Protective Equipment (PPE)

Phyllis Mitzen reported that mask wearing has been accepted within her community. She rarely sees anyone out in public without a mask.

Anthony Frazier noted that PPE protocol bilingual signage is prominently displayed and reinforced on business establishments and at public transit interchanges (i.e., please wear face mask reminders, exercise social distancing posters, avoid crowds, wash your hands, et cetera). Many personal relationships are also struggling with how people are responding differently to the pandemic bubble. Anthony daily wears a face mask/shield during social interactions, and regularly informs others about the safety etiquette of face mask-wearing and the online resources that are abound at the IDoA. Additionally, mobile COVID-19 testing sites and local “Pop-Up Testing Centers” are freely available to all local community residents, and they are capable of administering thousands of tests a day. Importantly, you must wear a face mask to take advantage of these ambulatory services and many facilities provide free PPE equipment regardless of symptoms and means-tested income capabilities.

Julie Bobitt shared that in her community, there were times when the public seemed very compliant with mask wearing but at other times not compliant at all. Currently, most people are wearing masks in public.

Nancy Chen reported that some Asian Americans were concerned about wearing masks because they feared being attacked by strangers. Statistics show that Asian Americans and African Americans worry more about wearing mask. Nancy shared that it may be because they fear being attacked in public. Nancy mentioned that she lives in Naperville and that the Naperville City Council recently voted down a mandate to require masks. She added that in downtown Naperville, you will see many people who are not wearing masks in public.

Paulette Hamlin reported that Southern Illinois had four counties on the State's warning list due to the number of COVID-19 cases in the area, as well as the number of reported deaths. The four affected counties are among the State's top fifty prioritized to get the vaccine. She said that many people are using PPE while out in public. Paulette added that several businesses have put Plexiglas shields around cashiers and other employees serving the public.

Britta Larson said that at the Center on Halsted clients are receptive to wearing masks. However, some individuals fail to wear the masks properly. The Center educates clients on how to properly wear masks.

Susan Lawler is from Lee County. The surrounding counties she's involved with include Carroll, Stevenson, Whiteside, and Ogle Counties. Susan feels that the government agencies in the area must step up to the plate and lead by example. In some areas, masks are worn. However, in other areas they do not believe that masks are necessary and refuse to where them. Susan runs the Dixon Senior Center in Lee County and the senior transportation program. Susan instructed her drivers to refuse entry to any individual who declines to wear a mask on the bus. Susan believes there should be stronger directives from government agencies to encourage mask wearing across the State.

Patricia Marton lives in McLean County. She said that masks have become acceptable, at least inside, but unfortunately people refuse to wear masks outside. Social distancing appears to be breaking down, so Patricia rarely enters large stores and spends most of her time at home. She noted that larger stores need to work on requiring masks to be worn inside their facilities. The Government should advocate to have larger stores comply with mask wearing. Assistance is necessary for older adults. Fortunately, Patricia has a neighbor who offered help and a small grocery store employee gave Patricia the name of a recently organized business dealing with the needs of those over 60 years of age. The recently organized business has proved to be a lifeline for Patricia.

Steve Wolf stated that AgeSmart provided masks to all their providers. They also provided over 3,000 wellness kits which included masks, gloves, forehead thermometers, and a list of available programs in the community. The older adults have been very receptive to PPE. However, there are still some who refuse to comply with mask wearing.

Mubarak Mirjat reported that people in his community are vigilant about wearing masks and social distancing. Mubarak thanked the Governor for his resolve in following up to make sure everybody had what they needed to fight the COVID-19 pandemic.

Attitudes toward vaccine

Anthany Frazier described a myriad of vaccine hesitancy attitudes that were passionately expressed to him by the multi-cultural respondents that participated in his random community survey. For instance, he found that some individuals were concerned about the COVID-19 vaccine's dangerous interactions with their respective food and medicinal allergies, as well as underlying chronic medical conditions. Still others were extremely skeptical about the fair and equitable distribution of the vaccine to the most predisposed and vulnerable at-risk demographic populations. Anthany reiterated that he would follow the science and when eligible, he will gladly participate in the largest vaccination rollout in the history of America. Anthany stated that he wants to help write history, and to not be a collaterally damaged victim of the ongoing saga.

Julie Bobitt shared that during meetings in Champaign and Macon Counties, some expressed hesitancy about the vaccine. Both communities are passing out information about the vaccine to let people know it's safe, as well as addressing the State's roll-out vaccination plan.

Nancy Chen referred to a Pew Research survey that found 80 percent of Asian Americans are likely to be vaccinated as opposed to 42 percent of African American, 63 percent of Hispanics, and 61 percent of Caucasians.

Paulette Hamlin said that there are various attitudes about the vaccine in Southern Illinois. Paulette shared that her 84-year-old mother lives in an assisted living facility and has no desire to get the vaccine. Paulette told her mother that the vaccine is safe and that after she receives it her family can visit her again.

Kim Hunt reported that there are mixed feelings about the vaccine in the LGBTQ community. She shared that there are individuals who were affected by the AIDS epidemic and open in general to vaccines. However, there's a lot of medical mistrust surrounding the vaccine with people of color and in the general LGBTQ population as well. The Aids Foundation Chicago and Pride Action tank are gearing up to educate individuals about the vaccine and encourage individuals to take it.

Patricia Marton said that the vaccine and its potential results have led to anxiety in some people. She added that many individuals are afraid of its potential short term and long term affects.

In St. Clair County, Steve Wolf reported that AgeSmart hosted an outdoor flu shot clinic. The event was announced throughout the community and featured on Facebook. The flu clinic was well received and there were no negative comments about vaccines.

Phyllis Mitzen thanked ICoA Members for sharing information about what is being experienced within their communities. She also thanked Director Basta and the IDoA staff for ensuring services continue to older adults during the COVID pandemic.

OTHER BUSINESS

Ethics Training/Sexual Discrimination Prevention Training

Lisa Zuurbier encouraged ICoA Member who had not yet done so to complete the Ethics and Harassment/Discrimination Prevention Training as soon as possible. She added if ICoA Members had any questions to please contact her.

Closing Remarks:

Happy Holidays.

Motion to Adjourn:

Meeting adjourned at 12:10 p.m.

Phyllis Mitzen

Chair

Illinois Council on Aging