



NOTICE

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q2)
Tuesday, March 24th, 2026 | 10:00 AM – 12:00 PM

Join by Webex:

Meeting link:

<https://illinois.webex.com/illinois/j.php?MTID=m3e0f45f5ed7182de04fb15a26f99c7ad>

Meeting number (access code):

2870 847 0263

Meeting password:

MixpyjEm427

Join by phone

+1-312-535-8110 Toll

+1-415-655-0002 Toll

Meeting Agenda

I. Call to Order: Vice Chair, Burch

II. Roll Call: Vice Chair, Burch

A. Council Members

- a. Quorum =: $\frac{1}{2} + 1$ of six (6) council members present. Quorum = four (4)
- b. Quorum achieved: **Y or N**

B. Agency Representatives

C. General Public

III. Old Business: Vice Chair, Burch

A. Approval of Q1 and Q2 (9/23/25 and 12/16/25) Minutes, Council Members

- a. Nomination:
- b. Second:

IV. CMS Updates: CMS D&I African American (AA) Statewide Manager, Batey

A. African American Demographics

B. Annual Survey Review

V. AA EPAC Membership Updates: Vice Chair Burch

A. Introduce new Council Member

- a. Karl Goss, Supervisor, Corrections Activities Specialist
Department of Corrections

B. African American EPAC Membership Vacancies

New member interest:

- a. Commissioner Bruce Montgomery,
Commission on Equity and Inclusion
- b. Alicia Ross, Office of Broadband DCEO
Community Engagement Manager
- c. Others?

VI. Agency D&I Presentation Template: Statewide Manager, Batey

Beginning Q2/2025, the Council is asking agencies to maintain and present on standard data points, including quantitative metrics and qualitative data detailing recruitment efforts.

A. African American Workforce (quantitative) Metrics:

- a. **2024-2025 AA applications**
 - Percent change over previous years,
 - 2026 goals,
- b. **2024-2025 AA approved offers**
 - Percent change over previous years,
 - 2026 goals,
- c. **2024-2025 hires**
 - % change over previous years,
 - 2026 goals,
- d. **2024-2025 total number of AA SPSAs**
 - % change over previous years,
 - 2026 goals,
- e. **2024-2025 total number of AA PSAs**
 - % change over previous years,
 - 2026 goals,

B. African American Recruitment and Promotion (qualitative) Efforts:

- a. Outreach efforts to African Americans over the past year,
- b. Efforts to promote African Americans to PSA and SPSA positions,
- c. Recruitment/ promotion efforts and strategies for FY26, and beyond,
- d. Challenges in recruiting/ retaining/ promoting African American employees,
- e. How can the AA EPAC support your agency in these efforts?

VII. Agency Presentations: Illinois Gaming Board

A. Gaming Overview

- a. Dovie Shelby, Illinois Gaming Board,
DEIA Program Manager
- b. How can the AA EPAC support Gaming with these efforts?

VIII. Proactive Recruitment Strategies: Hiring Projections: Statewide Manager, Batey

A. Agency Hiring Projections

- a. Regional Hiring Needs, e.g., Springfield next steps
 - a) Start dates
 - b) Position types
 - c) Skills qualifications (KSAs)

- b. Community Engagement/ EPAC Collaboration
 - a) Start dates
 - b) Workforce preparation > State Career Counseling
 - c) Qualified applicant pools
 - d) Timely follow up

IX. Community Engagement: Statewide Manager, Batey and Council Member, Day

A. Springfield Black Heritage Month Celebration and Resource Fair

- a. Highlights,
- b. Community Partner Engagement,
- c. Attending audience feedback,
- d. Opportunities and next steps.

B. Outreach, Engagement and Recruitment Calendar: Batey

Focus: Partnering with community colleges and educational institutions to strategize, design, and implement an Academic Recruitment Model:

- a. 3/5 Kennedy King College (Chicago) – attended,
- b. 3/18 Olive Harvey College (Chicago),
- c. 3/20 Calumet Park Annual Job Fair (Calumet City),
- d. 4/2 Chicago State University (Chicago),
- e. 4/2 PLCCA Job Fair
- f. 4/16 Kankakee Community College (Kankakee),
- g. 4/21 IDVA/Malcolm X College (Chicago),
- h. 4/22 Governors State University (University Park),
- i. 4/23 Wilburt Wright College (Chicago),

C. Juneteenth (6/16/2026) Career and Family Affair Proposal: Batey

- a. Event focus: Career Education and Recruitment
 - a) Career Counseling,
 - b) Resume support,
 - c) Interviewing tips.
- b. Ancillary Offerings: Family Affair
 - a) Health screenings,
 - b) Vaccinations,
 - c) Kids play:
 - 1. Bouncy house,
 - 2. Stilt walkers,
 - 3. Face painting.
- b. Next Steps:
 - a) Refine proposal for CMS approval,
 - b) Confirm location:
 - 1. New Covenant Missionary Baptist Church, offer pending,
 - 2. Other locations?
 - c) Partner outreach: agencies, outside employers
 - d) Research mobile health resources,
 - e) Research kids play resources,
 - f) Consider immediate hiring employers to join recruitment.

- X. **AA EPAC 2025-2026 Business:** Vice Chair, Burch
 - A. **EPAC (5) Required Annual Trainings DUE BY 12/31/2026:**
DoIT.OneNetTraining@illinois.gov
 - 1. Diversity, Equity, Inclusion and Accessibility Training,
 - 2. Ethics Training Program for State Employees and Appointees,
 - 3. Harassment and Discrimination Prevention Training,
 - 4. LGBTQIA+ Equity and Inclusion,
 - 5. Security Awareness.
 - B. **Agency Collaboration: Presentations and Scheduling,**
 - VI. Who's next to present at the 6/23/2026 Q4 AA EPAC meeting?
 - C. **Next Quarterly Meeting #4, June 23rd, 2026.**
- XI. **Other Topics,** Vice Chair, Burch
- XII. **Public Comments,** Vice Chair, Burch
- XIII. **Meeting Adjournment:** Council Members
 - A. **Nomination:**
 - B. **Second:**