



NOTICE

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q4)
Tuesday, June 23rd, 2026 | 10:00 AM – 12:00 PM

Join by Webex

Meeting link:

<https://illinois.webex.com/illinois/j.php?MTID=m073cc040a30bdc983ca64f83609fe2a7>

Meeting number (access code):

2864 175 5611

Meeting password:

NkpGfg9mS63

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 Q3 (3/24/26) Minutes, Council Members

- a. Nomination:
- b. Second:

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

A. African American demographics

- a. African American D&I Employment Metrics
- b. African American D&I Hiring Metrics

B. Community Outreach and Engagement:

Q3 AA D&I Calendar:

- a. 3/5 Kennedy King College Job Fair – outreach/ new partners,

- b. 3/25 PLCCA Job Fair – table,
- c. 4/2 Chicago State University Job Fair – outreach/ new partner,
- d. 4/3 City Year Job Fair – table/ new partners,
- e. 4/10 St Rep Rita Mayfield Spring 2026 Job Fair – table,
- f. 4/21 IDVA/Malcolm X College Job Fair – outreach/ new partner,
- g. 4/22 Governors State University Job Fair – outreach/ new partner,
- h. 4/23 Wilburt Wright College Job Fair – outreach/ new partner,
- i. 4/30 Englewood Job Fair – outreach/ new partner,
- j. 5/1 28th Ward Career and Resource Fair – outreach/ new partner.
- k. 5/12 Metropolitan Family Services Job Fair – outreach,
- l. 5/21 City Year Get Hired Career Workshops – table,

Q4 AA D&I Calendar:

- a. 6/4 The Academic Group – outreach,
- b. 6/17 Chicago Urban League Citywide Job Fair – sponsorship/table,
- c. 6/19 Juneteenth – sponsorship/table,
- d. 6/23 Greater Harvest Job Fair – outreach,
- e. 6/28 Pride Parade – sponsorship/ bus trolley,
- f. 6/30 State of Illinois Job Fair – table
- g. 7/15-19 NAACP Convention – participation pending,
- h. 8/8 Bud Billiken Parade – sponsorship/ table.

C. Academic Recruitment Model (ARM)

- a. Academic Coalition Building
 - i. Outreach and Engagement
 - ii. New Collaborative Partners
- b. Kennedy King College Criminal Justice Pilot (fall '26)
 - i. Collaborative Workshops
 - 1. Demystifying State Employment
 - 2. Aligning college academia with state qualifications
 - 3. Career Pathways: aligning academic studies with state requirements
 - 4. Career Counseling Workshops

D. State Internship Programs

Agency

- a. D&I Community Partnership Internship,
- b. BoP Intern to Hire,
- c. State Police,
- d. Fire Marshall,
- e. Corrections,
- f. Children & Family Services,
- g. Juvenile Justice,
- h. **Others?**

Legislative

- a. Governor's Office
- b. Office of the Comptroller,
- c. Legislative Staff,
- d. Michael Curry,

- e. Constituent Affairs,
- f. Office of Equity.

I. D&I Community Partner Internship Program: Kevin Jeong

Equity-based paid summer cohort program for undergraduate students chosen from the communities we serve.

Program Highlights:

- Working together with community partners for selection,
- Communities served
 - African American,
 - Asian American,
 - Hispanic/Latinx,
 - Native American,
- Paid summer cohort,
- Introducing public service opportunities.

II. Bureau of Personal Intern to Hire Program: Bobby Tucker

This program offers a unique opportunity to gain hands-on experience, develop valuable skills, and build professional networks. After successful completion, interns will be offered a full-time position with the State, paving pathways for rewarding public service careers.

Program Highlights:

- Paid Internship,
- Part-time hours,
- Flexible work schedule,
- Making a meaningful difference,
- Service time earned,
- Power of teamwork.

V. Proactive Recruitment: Statewide Manager, Batey

A. In-Demand Opportunities via careers.illinois.gov

- a. Nursing,
- b. Veterans Home,
- c. Accounting,
- d. Engineering,
- e. Child Protection,
- f. Information Technology,
- g. Social Services,
- h. Correctional Officer.
- i. **Others?**

B. Trainee Positions (~54)

- a. Gaming,
- b. Corrections,
- c. Central Management Services,
- d. Human Services,
- e. Human Rights,
- f. Transportation,

- g. Agriculture,
- h. Children and Family Services
- i. **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. **2025-2026 AA applications**
 - Percent change over previous years,
 - 2026 goals,
- b. **2025-2026 AA approved offers**
 - Percent change over previous years,
 - 2026 goals,
- c. **2025-2026 hires**
 - % change over previous years,
 - 2026 goals,
- d. **2025-2026 total number of AA SPSAs**
 - % change over previous years,
 - 2026 goals,
- e. **2025-2026 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: Vice Chair, Burch

- A. Department of Revenue,**
- B. Department of Innovation & Technology,**
- C. Department of Human Services.**

VIII. 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,
- 6. Open Meetings Act.

B. 2026-2027 Quarterly Meeting Schedule: Vice Chair, Burch

- **September '26 (10 AM – noon) date options:**
 - Tuesday, 22nd, or
 - Thursday, 24th
- **December '26 (10 AM – noon) date options:**
 - Tuesday, 15th, or
 - Thursday, 17th
- **March '27 (10 AM – noon) date options:**
 - Tuesday, 16th, or
 - Thursday, 18th
- **June '27 (10 AM – noon) date options:**
 - Tuesday, 22nd, or
 - Thursday, 24th

IX. African American EPAC 2026-27, Vice Chair, Burch

A. (6) Required Trainings (ASAP!)

B. Strategic Recruitment Initiatives

- a. Demystification Career Counseling roadshows,
- b. Strategic Recruitment; ARM

C. Q4 D&I Key Engagement and Outreach Events

- a. June: Chicago Urban League Annual job Fair,
- b. June: Juneteenth with BUFI,
- c. June: Pride Parade,
- d. July: NAACP Convention,
- e. August: Bud Billiken Parade.

D. Agency Collaboration: D&I tracking and recruitment support

E. Quarterly Meeting #1, September **TBD, 2026**

X. Additional Topics

XI. Public Comments, Vice Chair, Burch

XII. Meeting Adjournment: Council Members

A. Nomination:

B. Second: