



NOTICE

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q4)
Tuesday, Sept. 22nd 2026 | 10:00 AM – 12:00 PM

Join by Webex

Meeting link:

[Meeting link](#)

Meeting number (access code):

2861 549 9689

Meeting password:

MviQtTWy595

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 (6/23/26) Minutes, Council Members

- a. Nomination
- b. Second

IV. Agency D&I Presentation Template: CMS D&I African American 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 (AA) Workforce (quantitative) Metrics:

- a. **2025-2026 AA applications**
- b. **2025-2026 AA approved offers**
- c. **2025-2026 hires**
- d. **2025-2026 total number of AA SPSAs**
- e. **2025-2026 total number of AA PSAs**

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?**

V. Agency Presentations: Vice Chair, Burch

A. Agency Appreciation,

B. Department of Commerce and Economic Opportunity.

- a. Terri Morris, Deputy Director, Equal Opportunity Monitoring and Compliance

VI. CMS Updates: 2025-2026 Year in Review, Statewide Manager, Batey

- A. AA EPAC Statute (20 ILCS 30/5) Overview,**
- B. AA D&I Year-Over-Year (YOY) Employment Metrics,**
- C. AA D&I YOY Application and Hiring Metrics,**
- D. D&I AA EPAC Goals and Outlook,**
- E. AA EPAC Recommendations,**
- F. AA Community Outreach and Engagement.**

VII. AA EPAC Annual Survey, Statewide Manager, Batey

- A. Timeframe and Agency Support**
- B. New Qualtrics Tool**
- C. New Format and Questions**

VIII. AA EPAC 2026-2027 Business: Vice Chair, Burch

A. EPAC (6) 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

- Tuesday, September 22nd '26 (10AM – noon)
- Tuesday, December 15th '26 (10 AM – noon),
- Tuesday, March 16th '27 (10 AM – noon),
- Tuesday, June 22nd '27 (10 AM – noon).

IX. Additional Topics, Vice Chair, Burch

X. Public Comments, Vice Chair, Burch

XI. Meeting Adjournment: Council Members

- A. Nomination:**
- B. Second:**