



NOTICE

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q2)
Tuesday, December 16th, 2025 | 10:00 AM – 12:00 PM

Join by Webex:

Meeting link:

<https://illinois.webex.com/illinois/j.php?MTID=m022bb9dc751881b029ec04cde4fb89e1>

Meeting Number:

2868 840 2210

Meeting password:

khTfaZpC778

Join by phone:

+1-312-535-8110 Toll

+1-415-655-0002 Toll

Access code:

28688402210

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 five (5) council members present. Quorum = three (3)
- b. Quorum achieved: **Y or N**

B. Agency Representatives

C. General Public

III. Old Business: Vice Chair, Burch

A. Approval of Q1 Minutes, September 23rd, 2025: Council Members

- a. Nomination:
- b. Second:

IV. CMS Updates: CMS D&I CAO, Sarah Kerley

A. Statewide updates

B. Year-end African American demographics

C. Mentions

V. CMS Updates: D&I Deputy Director Patricia Santoyo-Marin

A. Annual Survey

- a. Updates and next steps

B. African American EPAC Membership Vacancies

- a. New member application status

VI. Agency D&I Presentation Template: Council Member Pastor Ford

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

A. African American Workforce 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 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: Agencies

A. Department of Corrections

- a. Supervisor, Karl Goss Jr.

B. Illinois State Police

- a. Sargeant, Marcus Nettles

C. Department of Transportation

- a. Bureau Chief, Marjorie Hughes

D. Council / Agency Collaboration

VIII. Agency Engagement Recruitment Strategies: Council Member Pastor Ford

A. Projections

- a. Position types,
- b. Requisite qualifications (KSAs),
- c. Timeframes.

B. Community Engagement

- a. Position types,
- b. Workforce preparation,
- c. Build qualified applicant pools,
- d. Timely follow up.

IX. AA EPAC 2025-2026 Business: VC Burch

A. EPAC (5) Required Annual Trainings DUE BY 12/31/2025:

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. Governance:

- a. Bylaws,
- b. Strategic Plan.

C. Community Calendar:

- a. January: Martin Luther King Day
- b. February: Black History Month.

D. Agency Collaboration: Presentations and Scheduling,

E. Quarterly Meeting #3, March 24, 2026.

X. Other Topics

XI. Public Comments

XII. Meeting Adjournment:

A. Nomination:

B. Second: