



African American Employment Plan Advisory Council

Quarterly Meeting (#1)

Thursday, January 27, 2022

2PM CST

WebEx Meeting

Minutes

- I. **Call to Order** - The meeting was called to order at 1:05 PM by Chair Coverson
- II. **Roll Call** – Mayra Magaña for Chair Coverson

A. Council Members

African-American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
	In person - Chicago	In person- Springfield	via WebEx	
Coverson, Marrice (Chair)			X	
Batey, Gloria			X	
Burch, William			X	
Coleman, Arlene Y.				X
Day, Carolyn				X
Dunbar, Sharryon			X	
Ford, Kevin Anthony				X
Hightower, Andy			X	
King, Maurice				X
Sulamoyo, Dalitso Samson			X	

Total: 6 members present, 4 members absent. Quorum achieved. The meeting was held via WebEx video conference to adhere to the social distancing guidelines due to the COVID-19/Coronavirus pandemic.



B. Agency Representatives

African-American Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Central Management Services	Mark Mahoney			X
	Patricia Santoyo-Marin			X
	Jake Altman			X
	Sarah Kerley			X
	Ayesha Patel			X
	Cathy Kwiatkowski			X
	Mayra Magaña			X
Human Rights	Martin Duncan			X
Illinois State Police	Sherise Gipson			X
Human Services	Amelia Gavina			X
Innovation & Technology	Vickie Simpson			X
Dept. of Corrections	Camile Lindsay			X
	Jim Crawley			X
	Brittany Ott			X
	Kelly Presley			X
	Jason Brewer			X
Children and Family Services	Christopher Towers			X
Department of Revenue	Julie Love			X

Total: 7 CMS and 10 other agency staff attended this meeting.

C. General Public - No General Public.

III. Council Discussion Items

A. Approval of November 4, 2021 Meeting Minutes (4th Quarter)

1. Motion made by Council Member Andy Hightower to approve the November 4, 2021 meeting minutes as presented. Council Member Gloria Batey seconded the motion. All were in favor. The meeting minutes were approved unanimously.

B. Bylaws Subcommittee Update

1. Councill members agreed to review the Bylaws and send any changes or updates to Mayra Magaña of CMS. Mayra will then compile the feedback and provide it to the Council's Bylaws Committee
2. In discussing Bylaws with the Council Chair of the Native American Employment Plan Advisory Council Chair Coverson Learned that their Statute calls for a Native American Outreach Coordinator. The statute of the African American Employment Plan Advisory Council did not establish such a position.
 - a. Council Member Gloria Batey Motioned to recommend that CMS review the Council's statute and advocate to add an African American Outreach Coordinator Position similar to that of the Native American Outreach Coordinator. Council Member William Burch Seconded the motion. All were in favor. The motion carried.

IV. CMS Discussion Items

- A. Mark Mahoney introduced Patricia (Pat) Young, CMS Human Resources Director
- B. Mark Mahoney introduced Cathy Kwiatkowski, Deputy Director of the Illinois Office of Communications and Information (IOCI)
 1. Cathy provided some insight into he background and experience and her excitement for the work she will be doing at CMS and with the Council.
- C. State Workforce Diversity Numbers Update
 1. Patricia Santoyo-Marin of CMS provided an update on the State Workforce Diversity Numbers as of January 1, 2022 in comparison to the last two fiscal years. She noted the room for improvement in some spaces and highlighted an increase of the numbers for African Americans in leadership roles.
 2. Sarah Kerley of CMS Clarified that the January 2022 drops in state workforce is common just after the beginning of the calendar year due to retirements at the end of December.
- D. CMS Black History Month Events & Activities – Sarah Kerley & Patricia Santoyo-Marin.
 1. Sarah Kerley of CMS informed the Members of the Council that they will be highlighted in CMS' Black History Month social media campaign. The campaign will highlight the importance of Black History month and African American representation in State government. Sarah will be coordinating with council members regarding the image and information to be used for the highlights.
 2. Patricia Santoyo-Marin informed the Council that there will be an internal Relaunching of the CMS University Website that provides a platform for resources to aide and walking through conversations addressing racism, race

relations, intersectionality, allyship, and self-care.

3. Patricia Santoyo-Marin of CMS informed the Council that DEI will be involved in hosting a number of events that will take place in February in acknowledgement of Black History Month and highlighted a few for the council
 - The February Monthly Outreach and Recruitment Statewide Call will host four Black Professionals and Leaders who will provide their perspectives on what is expected in terms of inclusion in the workforce.
 - There will also be a recruitment Fair in within the community requested and hosted by State Representative Mary Flowers.
 - A partnership has been secured with the Kankakee Chamber of Commerce to host a Career fair at the Kankakee Public Library.

E. Council Meeting and Job Fair in the Community Update

1. Council Members agreed to the goal of hosting the July 14, 2022 meeting in person in the East St. Louis region. Along with the meeting a State employment job fair either would also take place on site, either prior to or right after the council meeting.
2. Council Member Andy Hightower would like to be involved with the planning of this as he is and has been involved with this region and may be able to facilitate the connections with resources in planning. CMS DEI team will schedule a series of meetings to begin coordination.

F. Employment Plan Council Advisory Board Opportunities and Application Process

1. The Council recommended that members of the southern Illinois region be recommended to fill vacant seats on the council to ensure it is regionally diverse in membership.
2. Members of the council were reminded that if they recommend any council applicants, names are to be sent to Patricia Santoyo-Marin at CMS once online application is complete. The website and application links were provided in the chat for the council and attendees. All were encouraged to share that with individuals interested in joining the council.

G. FY2021 African American Employment Plan Report

1. Cathy Kwiatkowski spoke of the efforts to ensure that going forward graphics in the plan are more reflective of the efforts and initiatives with the community and a plan is to be set in pace to capture those graphic assets throughout the year and how to build that into the process to be able to talk about what has been done and also build on the progress.
2. Patricia Santoyo-Marin also provided some background information on the request for the inclusion of a Land Acknowledgement Statement. She shared a sample of the Acknowledgement of Native Lands and Peoples authored by the Native American Employment Plan Advisory Council. Mark noted that the Chief

equity officer was in support of adding the statement to the Employment Plan Reports and of informing the councils. The council members present at the meeting discussed the request but were not in agreement that it should be included at this time and noted that further clarification and discussion would be required. Chair Coverson recommended that it go through the Governor's office and other legislative bodies if it will be presented to all the councils uniformly.

3. Chair Coverson Noted that she did like the new format of the report and that the changes have been good ones so far.

V. New Business

- A. The council requested that a letter be sent to Barbara McDonald on behalf of the council to congratulate her on her retirement and thank her for her service.
- B. Chair Coverson requested that CMS expedite the hiring of either Barb's old role or a new African American Coordinator and highlighted inappropriate workloads due to reduced staffing.

VI. Public Comment - No one from the public was present.

VII. Adjournment - Chair Coverson adjourned the meeting.