



African American Employment Plan Advisory Council

Quarterly Meeting (#1)

February 8, 2024 | 2:00 PM – 4:00 PM

Minutes

- I. **Call to Order** - The meeting was called to order by Chair Marrice Coverson, in person at the Kroc Corps Community Center, Chicago IL.
- II. **Roll Call** – Conducted by Chair Coverson

A. Council Members

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

Quorum: Two of eight council members present (four required); Quorum not achieved.

B. Agency Representatives

African- American Employment Plan Advisory Council				
I ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Section	Present: In person	Present: via WebEx
		Position/Title		
Central Management Services (CMS)	Patricia Santoyo-Marin	Deputy Director Diversity & Inclusion	X	
Central Management Services (CMS)	Sarah Kerley	Chief Administrative Officer		X
Central Management Services (CMS)	Mayra Magana	Diversity & Inclusion HR Specialist	X	
Central Management Services (CMS)	Bobby Tucker	Deputy Director of Statewide Personnel		X
Central Management Services (CMS)	Hiram White	African American EPAC Coordinator	X	
Central Management Services (CMS)	Arthur Sutton	EEO		X
Central Management Services (CMS)	Ramiro Martinez	Diversity & Inclusion Intern	X	
Central Management Services (CMS)	Kevin Jeong	Asian American EPAC Coordinator	X	
Central Management Services (CMS)	Araceli Morales	Hispanic EPAC Coordinator	X	
Central Management Services (CMS)	Patricia Young	CMS HR Director		X
Abraham Lincoln Presidential Library & Museum	Marlene Allen	HR Director		X
Insurance (IDOI)	Melina Tomaras-Collins	HR Director		X
Revenue (IDOR)	Phyllis Tate	EEO Officer		X
Revenue (IDOR)	Johnny Rodriguez	HR Specialist - Recruiter		X
Healthcare & Family Services ((DHFS)	Terri Shawgo	Deputy Director		X
Natural Resources (DNR)	Eric Shirley	EEO/AA Officer		X
Human Services (DHS)	Krista Culbertson	Executive II		X
Children & Family Services (DCFS)	Kimberly Batey	Deputy Director-Office of Employee Services/Administration	X	
Children & Family Services (DCFS)	Christopher Towers	Chief, African American Services	X	
Children & Family Services (DCFS)	Robbi Dillard	Community Partnership Specialist	X	
Illinois Gaming Board (IGB)	Vern Jakoby	HR Manager/Labor Relations/EEO Officer		X
Transportation (IDOT)	Adam Graham	Civil Rights BC		X
Innovation and Technology (DoIT)	Jason Barth	Director – Human Resources		X
Commerce & Economic Opportunity (DCEO)	Mackenzie Hess			X
Commerce & Economic Opportunity (DCEO)	Christopher Gasperi			X
Department of Corrections (DOC)	Tangela Oliver			X
Illinois Power Agency (IPA)	LaTisha Jude	HR Manager		X
Illinois State Police (ISP)	Sgt. Sherise Gipson	EEO		X
Illinois Tollway	Brittany Banks	Recruiter		X

Total: 10 CMS and 19 other agency staff attended this meeting.

C. General Public

1. **Additional State employees were present as audience members. Attendance was not recorded for sitting audience.**

III. Council Discussion Items

A. Non-Approval of the November 2nd, 2023, Meeting Minutes (4th Quarter)

With no quorum achieved, Chair Coverson could not motion the November 2nd, 2023, fourth quarter meeting to be approved.

IV. Leadership update by CMS

A. CMS Position Expansion

- V. Central Management Services D&I Deputy Director, Patricia Santoyo-Marin introduced the new CMS Deputy Director of Statewide Personnel, Bobby Tucker. He shared excitement on being onboard and happy to further contribute to the council when called upon.

VI. CMS Updates

A. State Workforce Diversity Numbers Update

- 1. Central Management Services Deputy Director of Statewide Personnel Bobby Tucker shared the current overall headcount of state employee and how it continues to increase for all state agencies. Further addressing how it reflects as well with the African American state employees. There has been a slight decrease in SPSA/PSA and for the Senior Leadership positions, there has been a slight increase.

Deputy Director Tucker also presented the State of Illinois Workforce Data as of January 2024:

- Overall statewide workforce has increased from 45,307 to currently 46,501.
- African American (AA) Employees throughout all agencies:
 - 22% identified as African American (AA)
 - Increase from 9,916 to 10,347 total AA employees
 - Decrease from 612 to 608 AA SPSA/PSA positions
 - Increase from 181 to 187 AA Senior Leadership positions
- Deputy Director Tucker continued by sharing the CMS current employee headcount and mentioned how within six months, the numbers have been stagnant. Also, mentioned losing a couple African American employees but there was an increase within leadership (SPSA/PSA) positions. Further inputting this is an opportunity to provide more efforts.
 - Overall CMS workforce has increased from 660 to currently 672.
 - African American (AA) Employees throughout CMS:
 - 12% identified as African American (AA)
 - Decrease from 81 to 79 total AA employees
 - Increase from 13 to 15 AA SPSA/PSA positions
 - Increase from 3 to 4 AA Senior Leadership positions
 - CMS Chief Administrative Officer, Sarah Kerley provided insight on how there are some positions more difficult to capture within the data base. Those positions can be gubernatorial appointee positions categorized differently.
 - CMS Human Resources Director, Patricia Young, shared with the council current new hires headcount of CMS African American employees is eighty-nine and not seventy-nine, making this an increase from 81 to 89 total AA employees at CMS.
 - Chair Coverson thanked everyone for the information and requested the data discussed be sent to African American EPAC Coordinator, Hiram White, to

further give to the council members. Chief Administrative Officer, Kerley, confirmed the request.

B. CMS Outreach and Recruitment

- African American EPAC Coordinator, Hiram White, presented to the council, CMS outreach and recruitment events attended:
 - On November 18th, 2023, Hiram White attended a panel discussion in East St. Louis, “Southern Illinois Equity Forum”. This event was held by one of the [African Descent-Citizens Reparation Commission](#). The commission was established in 2022 and was charged with surveying the State procurement process to make recommendations, hold meetings, provide reports and discuss and perform actions concerning reparations for African Descent Citizens within Illinois.
 - On December 8th, 2023, Hiram White attended the Illinois Black Caucus Foundation Policy Summit Luncheon. In attendance was a variety of business and civic leaders, community partners, and subject matter experts to engage on a wide range of critical policy issues.
- African American EPAC Coordinator, Hiram White, presented to the council and welcomed EPAC Members to attend and pass the word on the following upcoming events in honor of Black History Month:
 - On February 15th, 2024, CMS will have a table at the 6th Ward, Alderman William Hall’s Hope and Job Fair at Hamilton Park, Chicago. Alderman Hall presents this job fair every third Thursday of the month.
 - On February 23rd, 2024, the [African Descent-Citizens Reparation Commission](#) (ADCRC) and the [African American Employment Plan Advisory Council](#) (EPAC), will be hosting a CMS Live: The Black Experience as an Illinois State Employee and Pathways to the Future panel discussion. The panelists will share insight into the missions of the EPAC and ADCRC to help the audience gain a deeper understanding of the significant work that both groups do in advocating for and implementing strategies that promote inclusivity, equity, and the advancement of African Americans within state government.
 - D&I Deputy Director, Santoyo-Marín, further added that the CMS Live is an opportunity for State Agencies to join CMS to learn more about both the EPAC and ADCRC.
 - D&I Deputy Director, Santoyo-Marín also highlighted a new career fair being led by Alpha Kappa Alpha Sorority, Incorporated® 90th Central Regional Conference Career & Resource Fair on February 29th at the McCormick Place in Chicago.

VII. Presentation of agency:

- A. No agencies were called upon to present during the meeting.

VIII. New Business

- Chair Coverson acknowledged that since there is no quorum, there is no way to conduct real business. Chair Coverson suggested to briefly review the new business.
- African American EPAC Coordinator White shared that CMS D&I recently completed the African American Employment Plan Report for the fiscal year of 2023. The report dictates the aim to increase representation about state employees and leadership roles. CMS is dedicated to supporting these efforts and provide the following resources:
 - Quarterly reports of African American Public Service Administrator (PSA) and

- Senior Public Service Administrator (SPSA) hires and promotions.
 - Professional development programs that highlight African American employees who have transitioned into leadership state roles.
 - Provide a pathway for agency recruiters to recommend well qualified candidates to senior leadership roles.
- African American EPAC Coordinator, White shared a goal for this year is to identify with school districts to propose presentations, panel discussions, and partnerships to discuss state career opportunities. Additionally, similar like the Community Partnership to invite all identified opportunities and event assist on the recruiting being intentional targeting African American communities.
- African American EPAC Coordinator White discuss the importance of having the council weigh in which agencies would be best to report this year at the EPAC meetings. He provided the following three suggestions:
 - Agencies that were not able to report in 2023 or previous years.
 - Agencies that reported low African American Workforce Data in previous years.
 - Agencies that struggle with hiring and promoting African Americans into leadership positions.
- Chair Coverson was enthused and suggested making a list for the agencies to have something to go by to give a more direct response when reporting. She also added that the in terms of asking agencies, it will be great to provide those questions to the council to give a better direction on what each council member should ask. Ultimately, provide a better participation rather than just a few council members.
- Chair Coverson shared the council has been working with the legal department closely on the by-laws. Requesting a copy of the by-laws and send those by-laws out again to each council member. Council member Dunbar and Batey were working closely with the committee and asked African American EPAC Coordinator White, to connect with both council members to ask about the copy of the by-laws.
- Chair Coverson indicated that there was once a sub-chair or vice chair, and we need to reestablish that position.
- Chair Coverson addressed stepping down by next meeting from Council Chair of the African American Employment Plan Advisory Council but remaining a council member.
- African American EPAC Coordinator, White, on behalf of CMS and state of Illinois thanked Chair Coverson for serving as Chair and willing to serve as Chair until the next upcoming meeting.

IX. Public Comment

- No public comments.

X. Adjournment

- Meeting was adjourned by Chair Coverson at 2:52pm.