

**African American Employment Plan Advisory Council**

Quarterly Meeting (#1)

February 23rd, 2023 | 2:00 PM – 4:00 PM

Minutes

- I. **Call to Order** - The meeting was called to order at 9:59 AM by Chair Coverson
- II. **Roll Call** – Chair Coverson

A. Council Members

African-American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
			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				X

Total: 7 members present, 2 members absent. Quorum achieved. The meeting was held via WebEx video conference.

**B. Agency Representatives**

African-American Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
				via WebEx
Central Management Services	Samuel Ajao			X
	Mark Mahoney			X
	Patricia Santoyo-Marin			X
	Arthur Sutton			X
	Mayra Magaña			X
	LaReyna Griffin			X
	Allison Macfarlane			X
	Araceli Morales			X
	Ayesha Patel			X
	Marcial Benitez			X
Illinois State Police	Mary Dowdy			X
	Sherise Gipson			X
Human Services	Krista Culbertson			X
Innovation & Technology	Vickie Simpson			X
Children and Family Services	Christopher Towers			X
	Nancy Rodriguez			X
Health and Family Services	Patrick Hostert			X
Financial and Professional Regulations	James Bryant			X
Department of Aging	Robin Tucker			X
Dept of Juvenile Justice	Jim Crowley			X

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

C. General Public – No members of the public present**III. Council Discussion Items**



A. Approval of November 3rd, 2022 Meeting Minutes (4th Quarter)

Councilmember Hightower motioned to approve and Councilmember Batey seconded. Chair Coverson asked for a vote and the minutes were approved.

Chair Coverson also mentioned she wanted to add a discussion about meeting times for 2023 to the agenda.

IV. Leadership update by CMS

A. Introduction of Raven DeVaughn CMS Acting Director

Mark Mahoney, Assistant Director of CMS mentioned that CMS has a new acting director, Raven DeVaughn, replacing the previous acting director Anthony Pascente, and that though she couldn't attend today, she will be at the next meeting to introduce herself.

Mark Mahoney also introduced Arthur Sutton, the new Ethics and Equal Opportunity officer for CMS' legal department. Arthur Sutton, EEO officer for CMS introduced himself and thanked the council for welcoming him into the discussion.

V. CMS Updates

A. Fiscal year employment plan reports

Patricia Santoyo-Marin, Deputy Director of CMS D&I thanked the council for help with recommendations on the employment plan report. Patricia stated that the report was submitted to legislation a few weeks prior and that the council will be receiving a copy via email.

Patricia shared some highlights from the report, including that African Americans make up about 14% of the state's population, and share about 22% of state employment representation, and that this is a slight dip from the previous year, but that this represents a dip in state employment in general.

Additional highlights noted new legislation on interview panel diversity - specifically out of the 5,781 interviews held throughout the state last year, 821 of the people serving on those interview panels identified as African American. She also mentioned the new CMS data dashboard, allowing us to view is where African American representation exists among new hires.

Additional new items in the report include that agencies were asked to submit PDF copies of the documentation of their efforts for the council to review. She emphasized the goal to see CMS as 1 agency out of the larger set of agencies, and noted that the report has opportunities for goals and further engagement with community partners in establishing these goals. She thanked everyone on the council and stated that this was submitted on time to the general assembly.

B. Outreach and recruitment update

Patricia Santoyo-Marin, CMS D&I Deputy Director reported an invitation from Howard University to partner for recruitment. Patricia states that, instead of just inviting people to apply like a standard state career fair, they like to look through the identity of the applicants and connect with them in an individual and interactive way, and states that this is very similar to the D&I template that we've been building.

Patricia noted the upcoming career fair in collaboration with Senator Doris Turner in Decatur on March 8th and asking everyone in the council to please share with their networks. She mentioned further our partnership with Delta Sigma Theta sorority to attend their career fair at the Jackie Joyner Kersey center in East St. Louis on the 15th of March.

Deputy Director Santoyo-Marin went on to state that CMS D&I partnered with the CMS Bureau of Personnel to ensure we had representation at the Diversity, Equity and Inclusion job fair that was held in Carbondale on the 22nd of February in conjunction with Catalyst Career Group with a majority of African American prospective applicants.

A debrief of the CMS-led Statewide Recruitment call and CMS Live Conversations in Honor of Black History Month was also provided.

C. Introduction of the new dashboard and LaReyna Griffin

Patricia Santoyo-Marin, Deputy Director of CMS D&I introduced LaReyna Griffin, CMS Data Analytics, who created our new data dashboard, which provides data in real time, and allows CMS D&I to dive deeper and present the data in a more visually clear and pleasant way.

Mary Dowdy from Illinois State Police asked if an employee doesn't designate race or gender, is that response captured and LaReyna Griffin stated that it is.

D. Introduction of the new recruitment video



Mayra Magana, HR Specialist, CMS D&I introduced the new recruitment video and played it for the attendees, showcasing CMS' efforts to make applying for jobs easier by providing tips and instructions on the process. Chair Coverson thanked Mayra for the presentation and remarked that CMS has done a lot of work in the last few months.

E. Update on the African American Employment Plan Coordinator Position

Mark Mahoney, CMS Assistant Director stepped in to talk about the updates on the African American EPAC coordinator position, as there was not yet a representative from Bureau of Personnel on the call to do the workforce numbers update. Mark stated that the posting was extended through the 28th, with interviews in March, with a goal of hiring by April. He asked those present to continue to share the job posting with anyone they know who might be interested in the job.

VI. New Business

A. CMS FY23 goals and council meetings

Patricia Santoyo-Marin, Deputy Director for CMS D&I thanked Chair for sharing the position for African American EPAC coordinator and stated we had over 150 applicants so far. She went on to state that the councils will all have access to the completed report and hopes that everyone can review it in time for the next meeting in order to give feedback to the sister agencies that will be joining us on the call, and that not only will agency representatives be present, but that D&I will be inviting directors, EEO officers, and possibly more people as well.

Chair Coverson thanked Patricia and said she wanted the council to get more involved in events and get more proactive in engaging with these goals. In particular she mentioned working with younger people and getting them involved in state employment and being aware of it.

VII. Public Comment



There were no public comments but Chair Coverson had mentioned the meeting times were voted on before and asked Mayra Magana asked if Chair was bringing up the times for a new vote. Chair Coverson stated she wanted to send something out to vote on times again.

Councilmember Ford applauded state efforts and offered to serve as outreach partner. Councilmember Ford submitted his church, St. Paul Church of God in Christ would be a potential place for outreach and that he would certainly support the efforts to increase African American participation. Chair Coverson gave an example of successful partnership in the November Job Fair in Collinsville with Councilmember Hightower.

Councilmember Ford asked if active state employees could be council members and Chair Coverson stated that no, they cannot and that the governor directly appoints councilmembers.

Chair Coverson asked if anyone else had questions or comments, and then thanked everyone for their time, and reiterated that the councilmembers need to review and go over the information present and reports again before the next meeting.

VIII. Adjournment

- A. Chair Coverson asked for a motion to adjourn, and Councilmember Burch made the motion. Chair Coverson seconded the motion to adjourn at 11:04.