



**African American Employment Plan Advisory Council**

Quarterly Meeting (#3)

July 14, 2022 | 2:00 PM – 4:00 PM

**Minutes**

**I. Call to Order** - The meeting was called to order at 2:03 PM by Chair Coverson

**II. Roll Call** –Chair Coverson

**A. Council Members**

<b>African-American Employment Plan Advisory Council</b>				
<b>ATTENDANCE ROSTER: COUNCIL MEMBERS</b>				
<b>Members</b>	<b>Present</b>			<b>Absent</b>
	<b>In person - Chicago</b>	<b>In person- Springfield</b>	<b>via WebEx</b>	
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: 7 members present, 3 members absent. Quorum achieved. The meeting was held via WebEx video conference.



**B. Agency Representatives**

<b>African-American Employment Plan Advisory Council</b>				
<b>ATTENDANCE ROSTER: Agency Representatives</b>				
<b>Agency</b>	<b>Representative</b>	<b>Present</b>		
		<b>In person - Chicago</b>	<b>In person - Springfield</b>	<b>via WebEx</b>
Central Management Services	Director Pascente			X
	Mark Mahoney			X
	Patricia Santoyo-Marin			X
	Jake Altman			X
	Demoya Gordon			X
	Corey-Anne Gulkewicz			X
	Mayra Magaña			X
	Valerie Cowen			X
Aging	Cheryl Barrett			X
	Leah Barrington			X
Illinois State Police	Sherise Gipson			X
Human Services	Amelia Gavina			X
Innovation & Technology	Vickie Simpson			X
	Jason Barth			X
Children and Family Services	Christopher Towers			X
State Fire Marshall	Ronny J. Wickenhauser			X
Dept. of Juvenile Justice	Jim Crawley			X
Financial and Professional Regulations	Temi Bennett			X
Department of Revenue	Phyllis Tate			X

Total: 8 CMS and 11 other agency staff attended this meeting.

**C. General Public** – Rosetta Brown of Madison County Housing Authority via Webex

**III. Council Discussion Items**

A. Approval of April 21, 2022 Meeting Minutes (2nd Quarter)

Motion made by Council Member Hightower to approve the April 21, 2022 meeting minutes as presented. Council Member Batey and Council Member King simultaneously seconded the motion. All were in favor. The meeting minutes were approved unanimously.



**B. Bylaws Subcommittee Update**

Council Member Batey Stated nothing has moved forward since they last met and have not reconnected with CMS legal

Patricia was to reconnect with Sub Committee and note questions concerns for Legal to provide guidance/organization to move this item forward.

Subcommittee is comprised of Chair Coverson, Council Member Day and Council Member Batey. They did not confirm who they were working with on Legal.

**C. Q4 In-person Meeting and Career Fair Update**

The in-person meeting and career fair will be held in Madison County on November 3, 2022, in Madison County, providing access to neighboring regions. The career fair component will be from 10am to 1pm and the Quarterly meeting will be at the regularly scheduled time. Reimbursement information for Council Members traveling to attend the Career fair and meeting in person will be sent via email.

**IV. CMS Updates**

**A. Introduction of Anthony Pascente, CMS Acting Director**

Mark Mahoney of CMS introduced Anthony Pascente, CMS Acting Director and share some details of his precious State and CMS experience. Acting Director Pascente shared some more insight into his experience and expressed his gratitude for the council’s efforts to increase diversity and African American representation within the state’s workforce. He shared his enthusiasm in working with the council in moving towards diversity goals.

**B. Update on Council’s request to Review Statute for addition of African American Outreach Coordinator**

Mark Mahoney of CMS reported back that statute will not need to be reviewed because Director Pascente supported establishing a Coordinator position for each of the four councils to include the 2 councils that did not call for someone in this role in their statute. The process in establishing these positions has begun and has begun and estimate establishing the role and having someone in place by late fall or the end of the year.

**C. Meeting of the four Council Chairs**

Patricia Santoyo-Marin of CMS shared that because of schedule conflicts in coordinating with all four chairs and to include CMS/ New Acting director the estimated time frame for the meeting would be late in the fall.

**D. State Workforce Diversity Numbers Update**

Jake Altman of CMS provided an update on the State Workforce Diversity Numbers as of July 2022 the workforce has decreased which is typical at the end of the Fiscal year. The number of African American PSA/SPSAs has increased but because of the increase in the Number of PSA/SPSA's the percentage has stayed relatively the same. African American leadership dropped by four in turn decreasing the percentage from 22.32% to 21.64% since April of 2022.

In response to Chair Coverson's request from the previous meeting regarding African American Senior leadership headcount, Jake Altman of CMS also shared a spreadsheet showing the increase/decrease by agency since April 2022. The data is not as simple to track because on boarding one (1) can be offset by when one (1) other leaves during the and would provide a net gain of zero (0) giving and inaccurate net account of the headcount increase. Chair Coverson stated she would connect with Jake separately regarding her questions of the data as she did not have visual of the spreadsheet at the moment.

**E. CMS D&I Fiscal Year 2022 End & Next Steps**

Patricia Santoyo-Marin of CMS shared an update of the various events and initiatives D&I has worked on in the past year highlighting the efforts to engage the African American community.

Patricia Santoyo-Marin of CMS shared an update regarding the D&I internship. The summer cohort consisted of six interns, four of which were African American representing various HBCU's both instate and New York. Council Member Day was acknowledged for her role in a internship candidate being selected through the partnership with Black United Funds organization. Jazmine Watson, Senior at Howard University, who is the D&I Intern was on the call and share a few words about herself and the positive experience she is having as an intern with the CMS D&I and the State.

**V. New Business**

There was no new business.

**VI. Public Comment**

Rosie Brown asked about how the invite for the career fair would be shared. Patricia Santoyo-Marin share that the flyer would be developed and share via various platforms and that additional logistics would be worked out electronically.



**VII. Adjournment**

- A. Motion was made by Council Member Batey to adjourn the meeting. Council Member Sulamoyo seconded the motion. All were in favor. The meeting was adjourned.