



**African American Employment Plan Advisory Council**

Quarterly Meeting (#1)

August 8, 2024 | 2:00 PM – 4:00 PM

**Minutes**

**I. Call to Order** - Meeting called to order at 2:05pm by Chair Batey.

**II. Roll Call** – Conducted by Chair Batey.

**A. Council Members**

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

Quorum: Four of eight council members present (five 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)	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)	Darrick Hibbler	HR Specialist		X
Central Management Services (CMS)	Kevin Jeong	Asian American EPAC Coordinator		X
Central Management Services (CMS)	Patricia Young	CMS HR Director		X
Abraham Lincoln Presidential Library & Museum	Marlene Allen	HR Director		X
Agriculture (IDA)	Heather Humphrey	BC of HR		X
Veterans Affairs (IDVA)	Beatris Gonzalez	HR Director		X
Veterans Affairs (IDVA)	Alexandria Puccetti	HR Deputy Director		X
Employment Security (IDES)	Anna D'Ascenzo	EEO Language/Disability Access Coordinator		X
Insurance (IDOI)	Melina Tomaras-Collins	HR Director		X
Children & Family Services (DCFS)	Chris Towers	Chief, African American Services		X
Healthcare & Family Services ((DHFS)	Terri Shawgo	HR Deputy Director		X
Human Services (IDHS)	Krista Culbertson	Executive II		X
Human Services (IDHS)	Daniel Kuznetsky			X
Human Services (IDHS)	Amelia Gavina	Recruitment Manager		X
Human Services (IDHS)	Angela Parker	HR Specialist		X
Human Rights (DHR)	Martin Duncan	Chief of Staff – HR Administrator/Labor & EEO Officer		X
Illinois Gaming Board (IGB)	Dovie Shelby	DEI Program Manager		X
Illinois Gaming Board (IGB)	Vern Jakoby	HR Director		X
Illinois Gaming Board (IGB)	Jeffrey Cartwright	Sergeant • Licensing Officer		X
Illinois Gaming Board (IGB)	Karyna Chavez			X
Illinois Lottery (LOT)	Peter Romano	HR Manager/Labor Relations/EEO Officer		X
Transportation (IDOT)	Adam Graham	Civil Rights BC		X
Transportation (IDOT)	Aisha Price	Recruitment Manager		X
Innovation and Technology (DoIT)	Jason Barth	HR Director - Chief People Officer		X
Innovation and Technology (DoIT)	Hannah Rabideau	People Operations		X
Innovation and Technology (DoIT)	Jason Thoron	Recruitment Officer		X

<b>Innovation and Technology (DoIT)</b>	Vickie Simpson	EEO/AA Officer		<b>X</b>
<b>Commerce &amp; Economic Opportunity (DCEO)</b>	Sacella Smith	Northeast Regional Manager		<b>X</b>
<b>Department of Corrections (DOC)</b>	Howard Moore	EEO/AA Officer		<b>X</b>
<b>Illinois State Police (ISP)</b>	Mary Dowdy	EEO		<b>X</b>
<b>Public Health (IDPH)</b>	Lance Morgan	EEO/AA Officer ADA Coordinator		<b>X</b>
<b>Revenue (DOR)</b>	Julie Love	Recruitment Manager		<b>X</b>
<b>Revenue (DOR)</b>	Shelby Kaiser	EEO		<b>X</b>
<b>State Fire Marshal (SFM)</b>	Roberto Lopez	Diversity Officer / Hispanic Liaison		<b>X</b>
<b>Illinois Toll Highway Authority</b>	Brittany Banks	Talent Acquisition Specialist		<b>X</b>

Total: 7 CMS and 32 other agency staff attended this meeting.

## **C. General Public**

### **III. Old Business**

#### **A. Approval of the May 9<sup>th</sup>, 2024, Fourth Quarter Meeting Minutes**

Chair Batey held the motion to approve the fourth quarter minutes due to lack of quorum.

#### **B. Discuss the status of the African American EPAC By-Laws**

Chair Batey held the motion to discuss by-laws due to the lack of a quorum.

### **IV. CMS Updates**

#### **A. New State Marketing Efforts - CMS Deputy Director D&I Patricia Santoyo-Marin D&I Deputy Director, Patricia Santoyo-Marin, shared with the council, new state marketing efforts to be shared with council members and community partners via social media:**

- [Really Great Careers at the State of Illinois](#)
- [Careers for Engineers at the State of Illinois](#)
- [Careers for Veterans at the State of Illinois](#)

#### **B. CMS Outreach and Recruitment**

African American EPAC Coordinator, Hiram White, highlighted for the council the Outreach and Recruitment efforts this past quarter being intentional in building partnerships within the African American Community statewide. Participated within a variety career fair's:

- Chicago's 6th Ward Hope and Job Fair
  - Chicago Urban League Citywide Job Fair
  - Black Women's Expo Career Fair
  - Bud Billiken Job Employment Fair
- Chair Batey requested (I thought she inquired?) CMS partnership with Cook County Workforce to be present at their career fairs. CMS provided a response – this should be included here. Additionally, Chair Batey asked CMS to review and expand African American outreach efforts the scope of how the D&I (African American) participate in recruit efforts and to publish a calendar of Career Events where CMS D&I Team will be and share with EPAC Members so they may have an opportunity to attend the events.

- Chair Batey questioned if CMS has any metrics on how we gather the data to know if anyone was hired from career opportunity events. Patricia Santoyo-Marin invited Chair Batey to the upcoming D&I Team Career Counseling Program Development discussion scheduled for Friday, August 30<sup>th</sup> to dive deeper in how the CMS D&I Team is working on a system for tracking potential candidates. The goal is for potential candidates to scan the CMS D&I Resources QR code at an event and then complete a 30 second survey. (Did I say this?) This survey gives the CMS Team data on the potential candidates we are meeting within the community that helps us (always speak in third person) track their succession.
- Council Member Coverson requested CMS representative from the Veterans Outreach Program attending an EPAC meeting to discuss veteran status requirements.

## **V. New Business**

### **A. Agency Quarterly Reporting Structure**

The council identified the following agencies requested to present during FY25 African American Quarter Meetings.

- Q1 – August 8th, 2024
  1. Illinois Gaming Board (IGB)
- Q2 – November 7th, 2024
  1. Illinois Department of Corrections (IDOC)
  2. State Fire Marshal (SFM)
  3. Illinois State Police (ISP)
- Q3 – February 6th, 2025
  1. Department of Children and Family Services (DCFS)
  2. Central Management Services (CMS)
- Q4 – May 8th, 2025
  1. Department of Innovation Technology (DoIT)
  2. Department of Healthcare and Family Services (DHFS)
  3. Department of Human Services (IDHS)

### **B. Agencies to Present:**

1. Illinois Gaming Board (IGB)
 

Vern Jakoby, HR Director presented on Work Force Data for current African American employees:

  - 11.70% identified as African American (AA)
  - 189 total IGB workforce
  - 22 employees identified as Black or AA
  - 4 employees with Disability as Black or AA
  - 3 Veteran employees identified as Black or AA
  - 45% identified as AA male; 55% identified as AA female

## **VI. Public Comment**

- A. No public comments.

## **VII. Adjournment**

- Meeting was adjourned by Chair Batey at around 3:50pm.

