



NOTICE

African American Employment Plan Advisory Council

Quarterly Meeting (#3)

Thursday, August 20, 2020 | 10 AM – 12 PM CST

[WebEx Meeting Recording](#) (Password: africanamerican)

Minutes

- 1. Call to Order** – Rev. Marrice Coverson, Council Chair @ 10:07 AM CST
- 2. Roll Call** – Rebecca Roussel, Deputy Director of Diversity & Inclusion

Council Members

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

Total: 6 members present, 4 members absent. Quorum achieved.

Note: Meeting was held via WebEx video conference to adhere to the social distancing guidelines, due to the COVID -19/Coronavirus pandemic.



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	Rebecca Roussell Mark Mahoney Michael Merchant Erik Colon Barbara McDonald Mayra Magana Ivan Ramirez			X
Illinois State Police	Mary Dowdy			X
Human Services	Krista Culbertson			X
Innovation & Technology	Vickie Simpson			X X
Aging	Cheryl Barrett			X
Children & Family Services	Nancy Rodriguez Chris Tower			X
Revenue	name inaudible			X

Total: 14 CMS and other Agency Employees attended this meeting.

3. Old Business

- There was no old business discussed.

4. New Business

- Chairwoman Coverson invited Mr. Maurice King to introduce himself, since this was his first meeting. Mr. King is the Vice President of the Electrician Union (IBEW Local 34, Chicago). He also is the founder of the Jumpstart organization, which is a preparation program for electricians.

(continued)

- Chairwoman Coverson asked Rebecca Roussell to move forward with the continuing the meeting.
- Rebecca and Mark provided the following updates:
 - i. Introductions and Global Comments – Mark**
 1. Mark reaffirmed Gov. Pritzker and Lt. Gov. Stratton’s commitment to Diversity and Inclusion and that CMS Director Forde continues to ensure that the agency operates to support and execute their commitment.
 2. Mark introduced the new CMS Hires (Gale Alston Deputy Director Bureau of Personnel and Rebecca Roussell Deputy Director of Diversity and Inclusion).
 - ii. Recruitment and Career Counseling – Rebecca & Mark**
 1. CMS participated in recruiting events last year at two HBCUs: Fisk University and Tennessee State and will continue to seek other HBCU partnership opportunities in the future.
 2. Locally, CMS has engaged with University of Illinois Springfield, University of Illinois – Chicago and Chicago State University. The agency has hired interns, participated in various community events sponsored by the schools and offered capstone opportunities for students. And continues to explore partnership opportunities with these and other institutions statewide.
 3. In July, CMS participated in a virtual job fair produced by the Chicago Urban League that attracted more than 1,000 people. One hundred seventy-nine people visited the CMS Virtual Booth which resulted in 50 career counseling sessions after the event.
 4. CMS’s Hiring Reform project offers the opportunity to monitor in-process hiring events for adverse impact at each step of the hiring process and adjust recruitment efforts to market positions to grow and expand diversity in the State of Illinois workforce.
 5. CMS hosts a statewide agency recruitment call to address the diverse hiring needs and other support needed from agencies.
 6. The new CMS Internship Program was highlighted.

(continued)



iii. Business Enterprise Program - Rebecca

1. BEP sponsored a Juneteenth celebration with Lt. Gov. Stratton, Janel L. Forde (CMS Director), Michael Merchant (CMS Asst. Director), Avis Lavelle (Business Leadership Council), Herb Stokes (Chicago Minority Supplier Development Council). CMS announced an expedited contract award process for small and medium-sized businesses with a commitment to doubling the vendor pool this year to 2,2020 vendors. (Press Release included)

iv. COVID- 19 and Racial Injustice – Rebecca

1. Rebecca shared Director Forde’s video message to employees with an update on COVID-19 and how CMS is managing. The message also included information about how CMS would be addressing the recent racial injustice that blanketed this country.
2. Introduced CMS University to provide an example of the proactive actions taken by equipping CMS employees with a central location for anti-racism related resources and additional professional development tools.

v. Council Participation in CMS Initiatives

1. CMS is requesting this Council’s assistance in reviewing and contributing to the annual Employment Plan Reports. CMS will engage later this fall, October/November. More information will follow in the coming month, with more details on the timeline and tasks.
2. CMS is requesting this Council’s assistance in joining future discussions with recruiters from agencies statewide. Council members will be notified of meeting dates and an agenda will be sent ahead of the meeting. More information will follow in the coming weeks.

5. Other Discussion Items

- Chairwoman Coverson requested presentation materials be sent to the council members, so that they can review to make a more informed response to information presented by the CMS team
- Rebecca alerted council members about a survey that will be sent following the meeting.
- Next meeting date: Thursday, November 19, 2020 | 1PM – 3PM CST, time at the request of the Council.

6. Adjournment

- Motion made by Chairperson Coverson to adjourn the meeting at 11:04 am. Mr. King seconded the motion that the meeting be adjourned.