



MINUTES

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q1)
Tuesday, September 23rd, 2025, | 10:00 AM – 12:00 PM

I. Called to Order: Vice Chair, Burch

II. Roll Call: Vice Chair, Burch

A. Council Members

African American Employment Plan Advisory Council			
ATTENDANCE ROSTER: Council Members			
Members	Live	Via Webex	Absent
Burch, William (Vice Chair)		X	
Coverson, Marrice			X
Day, Carolyn		X	
Dunbar, Sharryon			X
Ford, Kevin Anthony		X	
6 vacancies			

Quorum =: $\frac{1}{2} + 1$ of five (5) council members present. Quorum = three (3)

Quorum achieved: Y

B. Agency Representatives

African American Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Position/Title	Live	Webex
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)	Bobby Tucker	Deputy Director of Statewide Personnel		X
Central Management Services (CMS)	Gloria Batey	African American Statewide DEI Manager		X

Agency	Representative	Position/Title	Live	Webex
Central Management Services (CMS)	Christopher Naranjo	Latin American Statewide DEI Manager		X
Central Management Services (CMS)	Roxanne Lavallie-Unabia	Native American Statewide Dei Manager		X
Central Management Services (CMS)	Naomi Salcedo	Asian Statewide DEI Manager		X
Central Management Services (CMS)	Kevin Jeong	Asian American EPAC Coordinator		X
Central Management Services (CMS)	Jill Kilroy			X
Department of Corrections	Marian McCann			X
Human Services (DHS)	Krista Culbertson	Executive II		X
Children & Family Services (DCFS)	Christopher Towers	Chief, African American Services		X
Illinois Tollway	Brittany Banks	Recruiter		X
Illinois Department of Transportation	Aisha Price	Recruiter		X
Department of Transportation (DOT)	Brian Hendricks			X
Illinois State Police (ISP)	Terri Morris			X
Illinois Lottery (LOT)	Peter Romano			X
ALPLM	Marlene Allen	Human Resources		X
DHR	Martin Duncan			X
ISP	Missy Galman	EEO		X
DHR	Akia Harper			X
IPA	LaTisha Jude	HR Manager		X
IGB	Elizabeth Kaufman	Director, Communications		X
CFS	Kimberly Bates	Deputy Director		X
DOC	Howard Moore			X
DOIT	Hanna Rabideau	Human Resources		X
CFS-POS	Erica Williams			X
DoIT	Jason Barth	COO		X
DoIT	Jason Thoron	Director, HR		X
Tollway	Randall Micquelyn			X

Total: CMS and other agency staff attended this meeting: **30**

C. General Public

No General Public in attendance

III. Old Business: Vice Chair, Burch

a. Approval of Minutes, June 2nd, 2025: Council Members

- a. Nomination: Vice Chair, Burch
- b. Second: Council Member, Day

IV. CMS Updates – CMS D&I CAO, Sarah Kerley

A. AA Workforce Updates, by Agency:

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Abraham Lincoln Presidential Library and Museum	100	6	6%	0	4
Capital Development Board	83	16	19%	1	1
Commission on Equity and Inclusion	28	12	43%	3	4
Commission on Government Forecasting and Accountability	30	2	7%	8	7
Court of Claims	30	3	10%	3	1
Criminal Justice Information Authority	156	63	40%	15	10
Department of Agriculture	1279	316	25%	240	63
Department of Central Management Services	780	103	13%	12	12
Department of Children and Family Services	4272	1811	42%	38	26
Department of Commerce and Economic Opportunity	424	72	17%	40	0
Department of Corrections	12399	1548	12%	15	11

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Department of Employment Security	1211	350	29%	21	8
Department of Financial and Professional Regulation	506	105	21%	10	18
Department of Healthcare and Family Services	2021	373	18%	188	4
Department of Human Rights	148	50	34%	13	68
Department of Human Services	15485	5870	38%	3	14
Department of Innovation and Technology	1406	181	13%	11	3
Department of Insurance	313	34	11%	4	19
Department of Juvenile Justice	855	364	43%	1	3
Department of Labor	144	35	24%	3	0
Department of Military Affairs	210	32	15%	47	2
Department of Natural Resources	1552	37	2%	12	20
Department of Public Health	1401	233	17%	1	6
Department of Revenue	1462	205	14%	5	2
Department of the Lottery	173	30	17%	8	2
Department of Transportation	6489	630	10%	10	2
Department of Veterans' Affairs	1454	311	21%	1	4
Department on Aging	190	37	19%	1	2

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Environmental Protection Agency	864	69	8%	5	3
Executive Ethics Commission	29	3	10%	1	0
Governor's Office of Management and Budget	73	7	10%	0	0
Guardianship and Advocacy Commission	138	38	28%	0	0
Human Rights Commission	33	9	27%	0	0
Illinois Arts Council	21	5	24%	0	1
Illinois Board of Higher Education	29	5	17%	1	1
Illinois Civil Service Commission	4	0	0%	4	1
Illinois Commerce Commission	78	11	14%	4	1
Illinois Community College Board	78	18	23%	0	0
Illinois Coroner Training Board	2	0	0%	2	0
Illinois Council on Developmental Disabilities	9	1	11%	1	3
Illinois Deaf and Hard of Hearing Commission	4	1	25%	2	1
Illinois Educational Labor Relations Board	8	2	25%	3	1

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Illinois Emergency Management Agency and Office of Homeland Security	188	11	6%	0	1
Illinois Gaming Board	229	28	12%	1	0
Illinois General Assembly	734	98	13%	0	3
Illinois Independent Tax Tribunal	1	0	0%	2	0
Illinois Labor Relations Board	15	3	20%	2	1
Illinois Law Enforcement Training and Standards Board	57	9	16%	0	0
Illinois Mathematics and Science Academy	326	46	14%	0	0
Illinois Office of Comptroller	273	30	11%	0	0
Illinois Power Agency	61	17	28%	0	0
Illinois Prisoner Review Board	39	6	15%	6	0
Illinois Racing Board	12	1	8%	0	0
Illinois State Board of Elections	82	10	12%	3	0
Illinois State Board of Investments	7	2	29%	0	0
Illinois State Police	1053	131	12%	0	0

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Illinois Student Assistance Commission	349	50	14%	0	0
Illinois Workers' Compensation Commission	119	24	20%	0	0
Joint Committee on Administrative Rules	10	1	10%	0	0
Judges' Retirement System	2	0	0%	0	0
Judicial Inquiry Board	4	1	25%	0	0
Legislative Audit Commission	4	0	0%	0	0
Legislative Information System	40	1	3%	0	0
Legislative Printing Unit	24	3	13%	0	0
Legislative Reference Bureau	7	0	0%	0	0
Liquor Control Commission	49	10	20%	0	0
Office of the Architect of The Capitol	4	0	0%	0	0
Office of The Attorney General	766	124	16%	0	0
Office of the Auditor General	104	14	13%	0	0
Office of the Executive Inspector General	92	24	26%	0	0
Office of the Governor	53	11	21%	0	0

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Office of the Legislative Inspector General	3	0	0%	0	0
Office of the Lieutenant Governor	35	15	43%	0	0
Office of the State Appellate Defender	310	22	7%	0	0
Office of the State Fire Marshal	191	8	4%	0	0
Office of The State's Attorneys Appellate Prosecutor	15	3	20%	0	0
Pollution Control Board (EPA)	19	2	11%	0	0
Property Tax Appeal Board	43	5	12%	0	0
State Board of Education	51	10	20%	0	0
State Employee Retirement System	123	11	9%	0	0
State Police Merit Board	3	0	0%	0	0
State Univ Civil Service System	8	1	13%	0	0
Teachers' Retirement System of the State of Illinois	4	2	50%	0	0
Temporary Holding Agency	1	1	100%	0	0
Grand Total thru July 2025	61481	13733	22.34%	751	333
Grand Totals from July 2025	59668	13218	22.15%	724	323

Agency	Total Agency Employees	Total Black or African American Employees	Percentage Of Black or African American Employees	Public Service Administrator	Senior Public Service Administrator
Difference	-1813	-515	-0.18%	-27	-10

B. AA Union Workforce Updates, by Bargaining Union:

Row Labels	BU Description	Black or African Americans	Grand Total Employees
USA/CU500	AFSCME DOC/DJJ Supervisory Unit	170	1027
USA/HR001	Teamsters - Cook County	191	584
USA/HR010	IL Federation of Teachers		35
USA/NR916	Teamsters - ProTech	3	32
USA/PR000	Prevailing Rate - Trades	34	660
USA/RC006	AFSCME DOC/DJJ non Supervisory	1093	8795
USA/RC008	Prevailing Rate - Boiler Safety		17
USA/RC009	AFSCME Facility-based Unit	2844	6620
USA/RC010	AFSCME Lawyers	38	288
USA/RC014	AFSCME Clerical/Support Series	719	4149
USA/RC020	Teamsters - Fox Valley	39	384
USA/RC028	AFSCME - Administrative	382	2281
USA/RC029	IFPE - Various - Guards, Inspectors, Investigators, etc.	120	656
USA/RC036	IL Nurses Association		10
USA/RC042	AFSCME - Bldgs & Grounds	24	205
USA/RC045	IFPE - Various - Mechanics & Storekeepers	9	135
USA/RC056	IFPE - Site Supts, Natural Resources Managers,	6	148
USA/RC061	FOP	1	132
USA/RC062	AFSCME - professionals	3786	15094
USA/RC063	AFSCME - higher level professionals	1120	4990
USA/RC104	FOP - Conservation Sgt Lt		18
USA/VR704	ISEA/Laborers	45	365
USA/VR706	ISEA - Auto Shop Supv; Meat&Poultry Insp Supv	1	25
Grand Total		10625	46650

C. Mentions

No mentions

V. New Business: Vice Chair, Burch presented the section and passed to Statewide D&I Manager, Batey to share updates.

A. Statewide Manager, AA D&I, Gloria Batey Quarterly Updates:

a. Outreach events/activities hosted/supported over the past 90 days included:

- I. Springfield Juneteenth,
- II. Chicago Urban League (CUL) Job Fair,
- III. Chicago Workforce Innovation and Training Center,
- IV. Bud Billiken Parade Vendor,
- V. St Paul Community Development Ministries 11th Annual Construction Conference,
- VI. DuPage County 1st Job Fair,
- VII. Council member 1X1s:
 - a. Vice Chair, Burch,
 - b. Council member, Day,
 - c. Council member, Ford,

b. Impact and outcomes from events/activities/meetings reported in aggregate (outreach + 1X1 feedback) include:

- I. **CUL Job Fair:** collected ~50 resumes for career counseling; proposed utilizing digital outreach channels to push out state job openings; offered to host state recruiting events and job fairs.
- II. **Chicago Workforce Innovation and Training Center:** gained new and confirmed regional faith-based workforce partners; proposed creating regional coalition for pushing out job openings, hosting state recruiting sessions and job fairs.
- III. **Bud Billiken Parade:** ~300 people received recruitment info and branded swag. Confirmed existing and gained new workforce partners. Confirmed collaborative support for AA outreach, recruitment, hiring efforts. Gained recommendations for increasing statewide AA identity.
- IV. **DuPage County Job Fair:** 1st local event; ~15 Community partners, ~50 job seekers, 5 1X1 Career Counseling sessions.
- V. **Leveraging council member leadership for AA EPAC efforts/activities.**
Statewide Manager, Batey held 1X1 meetings with Council Members Burch, Day, Ford; discussed increased council participation and collaboration, and accepted the following expanded support roles:
 - a. Strategic Plan and Bylaws: Vice Chair, Burch,
 - b. Community Outreach: Council Member, Day,
 - c. Agency Outreach: Council Member, Ford.

c. Key themes gathered from activities/events/meetings.

Over the past 90 days, Statewide D&I Manager, Batey engaged with community leaders and captured collaborative feedback and recommendations for strategic planning. See below for a recap of common themes summarized in aggregate:

- I. Council members, new and existing workforce partners expressed overwhelming support for advancing the AA EPAC outreach and recruitment agenda and shared the following recommendations:
 - a. Increase active collaboration with council members, faith-based, and community workforce partners.

- b. Utilize existing faith-based and community workforce databases, electronic systems, and communication channels to push out job opportunities within AA communities.
- c. Host quarterly regional statewide ‘Demystifying’ workforce and recruitment events to dispel myths and overcome barriers around state hiring practices; highlight state recruitment and career counseling services, job search capabilities, and key regional/agency opportunities.
- d. Increase recruitment efforts in regions below the poverty level with large AA populations, i.e., Sangamon County.
- e. Increase focus on placements.
- f. Increase referral and applicant tracking capabilities.
- g. More focused reporting, metrics, and analytics.

B. Leveraging Council Member Expertise

Council members shared their background expertise and agreed to assume the following support roles:

a. AA EPAC Strategic Plan: Vice Chair, Burch

- I. Work with statewide manager to create (2026) strategic framework and operating guidelines,
- II. Complete statewide Strategic Plan template for council review.

b. AA EPAC Bylaws: Vice Chair, Burch

- i. Collect and revisit existing drafts,
- ii. Research legislative/statutory boiler plate language,
- iii. Complete bylaws draft for council review.

b. Community Outreach: Council member Day

- I. AA EPAC Calendar of events:
- II. Recommend AA community outreach and engagement events,
- III. Determine degree of effort:
 - a. Council member participation,
 - b. Statewide DEI Manager participation
 - c. Council delegation to attend events,
 - d. Planning, action items, implementation, etc.,
 - e. Gain new community partner contacts,
 - f. Co-manage AA EPAC Events Calendar.

c. Agency Outreach: Council member Ford

- I. Increase focus on placements,
- II. Bridge community outreach with agency labor needs,
- III. Work directly with agencies to refer prepared talent:
 - a. Pre-screened, pre-interviewed, required documents, etc.,
 - b. Increase offer/hiring probabilities,
- IV. Gain better understanding of workforce requisites to create community remediation plans:
 - a. GED, requisite knowledge, wrap-around services,
- V. Increase support for underrepresented / non-reporting agencies:
 - a. AA workforce representation status,
 - b. AA Workforce projections, i.e. hiring, retirements, attrition, etc.,
 - c. AA workforce goals – SPSA, PSA, etc.,
 - d. AA recruitment efforts.

VI. AA EPAC Year-End Business

A. CMS Annual Survey, Deputy Director, Patricia Santoyo-Marin:

It's Time for the CMS Annual Surveys

The CMS annual surveys are conducted to determine the impact of annual Employment and Bilingual Needs & Bilingual Pay Plans. This survey collects statutorily required data on employees in the workforce and is packaged into a report that will be submitted to the Legislative General Assembly.

B. CMS AA workforce data, Deputy Director Patricia Santoyo-Marin:

Upon joining CMS D&I, Statewide D&I Manager, Batey and the EPAC advocated for standard workforce data to better gauge the status and progress of diversity efforts. She worked with the Data team to build a standardized query for capturing AA workforce metrics. The following data was just received and shared by Deputy Director:

Year	Quarter	AA Applications	AA Applications % Change	AA Approved Offers	AA Approved Offers % Change	AA Hires	AA Hires % Change
2021	Q1	2,396	N/A	N/A	N/A	N/A	N/A
2021	Q2	2,047	-15%	6	N/A	N/A	N/A
2021	Q3	3,478	70%	43	617%	14	N/A
2021	Q4	2,502	-28%	99	130%	27	93%
2022	Q1	3,487	39%	160	62%	60	122%
2022	Q2	6,034	73%	228	43%	87	45%
2022	Q3	9,147	52%	440	93%	288	231%
2022	Q4	10,569	16%	482	10%	173	-40%
2023	Q1	12,673	20%	907	88%	458	165%
2023	Q2	10,308	-19%	1,330	47%	664	45%
2023	Q3	11,281	9%	1,399	5%	921	39%
2023	Q4	11,589	3%	1,206	-14%	832	-10%
2024	Q1	11,158	-4%	1,186	-2%	885	6%
2024	Q2	12,713	14%	768	-35%	552	-38%
2024	Q3	12,140	-5%	874	14%	352	-36%

Year	Quarter	AA Applications	AA Applications % Change	AA Approved Offers	AA Approved Offers % Change	AA Hires	AA Hires % Change
2024	Q4	18,559	53%	416	-52%	300	-15%
2025	Q1	11,652	-37%	209	-50%	366	22%
2025	Q2	12,749	9%	722	245%	660	80%
2025	Q3	13,372	5%	513	-29%	492	-25%

- C. **New headshots**, Statewide D&I Manager, Batey:
New headshots and bios requested for the AA EPAC Annual Report,
- D. **Bylaws**, VC Burch to meet with Statewide D&I Manager, Batey to co-create,
- E. **Strategic Plan**, VC Burch to meet with Statewide D&I Manager, Batey to co-create,
- F. **Community Calendar**, Council Member Day to meet with Statewide D&I Manager to co-create and maintain Community Calendar,
- G. **Agency Presentation and Scheduling Template**, Council Member, Pastor Ford to meet with Statewide D&I Manager, Batey to co-create presentation template and schedule agencies for AA EPAC quarterly presentations.
- H. **Quarterly Meeting #2**: December 16, 2025,
- I. **EPAC (5) Required Annual Trainings**, Statewide D&I Manager, Batey:
The following (5) training courses must be completed on OneNet every calendar year by all council members:
 - 1. Diversity, Equity, Inclusion and Accessibility Training
 - 2. Ethics Training Program for State Employees and Appointees
 - 3. Harassment and Discrimination Prevention Training
 - 4. LGBTQIA+ Equity and Inclusion
 - 5. Security Awareness
 Training announcements, deadlines, and instructions are forthcoming.

VII. Other Topics

No other topics

VIII. Public Comments

No public comments

IX. Meeting Adjournment:

- A. Nomination: Council Member, Pastor Ford
- B. Second: Council Member, Day