



African American Employment Plan Advisory Council

Quarterly Meeting (#4)

November 02, 2023 | 2:00 PM – 4:00 PM

Minutes

I. Call to Order - The meeting was called to order by D&I Deputy Director, Patricia Santoyo-Marin at 2:02pm in the absence of Chair Coverson.

II. Roll Call – D&I Deputy Director, Santoyo-Marin

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	

Quorum: Six of nine council members present (five required); Quorum 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)	Aundra Williams	Assistant Director		X
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)	Mayra Magana	Diversity & Inclusion HR Specialist		X
Central Management Services (CMS)	Hiram White	African American EPAC		X
Central Management Services (CMS)	Arthur Sutton	EEO		X
Central Management Services (CMS)	Ramiro Martinez	Diversity & Inclusion Intern		X
Central Management Services (CMS)	Kevin Jeong	Asian American EPAC		X
Central Management Services (CMS)	Robert Bailey	Native American EPAC		X
Governor's Office of Equity	Dr. Atiera L. Coleman	Illinois Chief Equity Officer		X
Governor's Office of Equity	Dr. Addie Shrodes	Dep Director of DEI		X
Governor's Office of Equity	Yosor Alwan	Dunn Fellow		X
Human Services (DHS)	Amelia Gavina	Recruitment Manager		X
Human Services (DHS)	Krista Culbertson	Executive II		X
Children & Family Services (DCFS)	Christopher Towers	Chief, African American Services		X
Illinois Gaming Board (IGB)	Dovie Shelby	DEI Program Manager		X
Illinois Gaming Board (IGB)	Dwayne Taylor			X
Transportation (IDOT)	Ellen Bruce	Ethics Officer		X
Juvenile Justice (IDJJ)	Jim Crowley	EEO/Affirmative Action Officer		X
Innovation and Technology (DoIT)	Vickie Simpson	EEO/AA Officer		X
Innovation and Technology (DoIT)	Hannah Rabideau	HR Executive Administrative Assistant		X
Innovation and Technology (DoIT)	Jason Barth	Director – Human Resources		X
Department of Corrections (DOC)	Robert Ishum	Recruitment Coordinator		X
Department of Corrections (DOC)	Kelly Firebaugh	Recruitment Coordinator		X
Department of Corrections (DOC)	Howard Moore	EEO/AA Officer		X
Illinois State Police (ISP)	Mary Dowdy	EEO		X
State Fire Marshall (SFM)	Roberto Lopez	Diversity Officer		X

Total: 9 CMS and 18 other agency staff attended this meeting.

C. General Public

1. Theodis Pace, Kankakee NAACP President
2. Percy Giles, Pastor of Temple of Faith

III. Council Discussion Items

A. Approval of the August 3rd, 2023, Meeting Minutes (3rd Quarter)

Council member Hightower motioned to approve the meeting minutes.

Council member Batey seconded the motion.

All were in favor. The motion carried and meeting minutes were approved.

IV. Leadership update by CMS

A. D&I Expansion

- Central Management Services D&I Deputy Director, Patricia Santoyo-Marin introduced the new EPAC Staff:
 - African American Employment Plan Coordinator, Hiram White.
 - Native American Employment Plan Coordinator, Robert Bailey.
 - Asian American Employment Plan Coordinator, Kevin Jeong.

V. CMS Updates

A. CMS Outreach and Recruitment

- African American Recruitment Efforts: September 2023 to date.
 - Central Management Services HR Specialist, Mayra Magaña and Hiram White presented on their experience attending the Chicago Urban League Luncheon in September.
 - Hiram White presented on his participation at the Kankakee County NAACP 2023, Freedom Fund Banquet with Council Member, Dr. Dalitso Sulamoyo in October.
 - Theodis Pace, President of the Kankakee NAACP Chapter spoke briefly on how he appreciated the Central Management Services D&I Team support and presents at the banquet and how he plans to spread the word about the African American EPAC to NAACP Executive's throughout the State of Illinois.

B. State Workforce Diversity Numbers Update

- Central Management Services D&I Deputy Director, Santoyo-Marin, shared with the council the new and upcoming CMS Workforce Data System is still very new and the numbers are not as accurate. For today's presentation, Human Resources Specialist Mayra Magaña will be presented from the most updated Mobius Report.
- Central Management Services HR Specialist, Magaña, presented the State of Illinois Workforce Data as of October 2nd:
 - Statewide current workforce is at 45,307.
 - African American (AA) Employees throughout all agencies:
 - 22% identified as African American (AA)
 - 9,916 total AA employees
 - 3,054 males AA
 - 6,862 females AA

- Central Management Services D&I Deputy Director, Santoyo-Marin, thanked Central Management Services HR Specialist Magaña and noted to the council it seems to still be at 22% representation in state workforce across the state workforce. These are the positions that follow the Central Management Services personnel guidelines and the agencies that report to the Governor’s Office.
- Central Management Services D&I Deputy Director, Santoyo-Marin, mentioned the importance of understanding when presentation of agencies, the data might be different or future reports, it may have inclusive positions that do not follow Central Management Services HR Personnel process.
- Council Member Day commented on future reports and the concern of upward mobility as for the position levels.
- Central Management Services D&I Deputy Director, Santoyo-Marin, responded by saying in the future coordinators will be able personalized and better package the concerns for each community. She also added that this concern will be added to the next calendar year goals and follow up if there is an opportunity to meet with each council member individually to conversate about this future goal.

VI. Presentation of agency efforts towards recruitment goals:

- African American Employment Plan Coordinator White, thanked all state agencies presenting and reminded each presentation should be limited to a minimum of five to seven minutes.

A. Illinois State Police (ISP)

1. Illinois State Police, EEO Advisor, Mary Dowdy presented on Work Force Data for current African American employees:
 - 9.6% identified as African American (AA)
 - 2,803 total ISP workforce
 - 268 employees identified as Black or AA
 - 1,821 total Sworn Code Personnel
 - 152 employees identified as Black or AA
 - 982 total civilian code personnel
 - 116 employees identified as Black or AA
 2. Mary Dowdy shared the agency is committed to attract a qualified diverse workforce.
 - From April 1st to September 30th the recruitment team, attended 171 events.
 - Visited 27 military institutions and 51 community outreach events.
 - Over the course of six months, have posted 191 posting across social media platforms.
- Council Member Batey had concerns about outreaching across the state, are the areas being inclusive of demographics are more African American. The numbers are around the ten of 11 percentiles, which is very low.
 - Dowdy replied yes, and the agency has tried to target historic Black Universities, community outreach, and underutilize category throughout the state. The unique aspect of hiring and boarding for the sworn personnel is a joint effort by statue with the department and Illinois state police merit board. This is a major challenge facing right now and trying to target areas where the agency is underutilized to attract new

candidates and retain the workforce.

- Council Member Day commented on the awareness and opportunities of employment for positions outside of being a sworn officer.
- Dowdy explained the recruitment team does recruit for civilian and sworn positions across the state and other opportunities with the state to help workforce overall. The recruitment team has capacity of attending events that target both job opportunities.

B. Illinois Department of Transportation (DOT)

- African American Coordinator White, shared with the council, representatives from Illinois Department of Transportation became ill and was not able to present today. Will try to have a representative present at the next meeting.

C. State Fire Marshal (SFM)

1. State Fire Marshal Diversity Officer Roberto Lopez presented on Work Force Data for current African American employees:
 - 5.2% identified as African American (AA)
 - 144 total State Fire Marshal workforce
 - 6 employees identified as Black or AA
 - 2 identified as AA male; 4 identified as AA female
 2. Roberto Lopez shared most positions with State Fire Marshal require some level of experience. He also stated, there is not much training within the agency, and the agency depends on partnerships.
 - State Fire Marshal is currently working on a plan to recruit in Black communities
 - State Fire Marshal is seeking to partner with universities, trade schools, non-profits, workforce organizations, Fire Departments and key leaders
- According to Lopez, the agency does not have many entry-level positions. A big framework that being develop is the outreaching and building trust and relationships with the Black or African American communities. Some events the agency was apart were Bud Billiken Parade, Homewood Flossmoor High School's Career Fair, Black Fire Brigade, and CMS Career Fairs.
 - Council Member Batey mentioned the numbers are concerning. She stated, when it comes to the Black Fire Brigade, in that industry the numbers have been low and problematic, and would the agency be considering internship? Has the State Fire Marshal considered internship or partnering with a fire program from others like the Urban League?
 - Lopez agreed with Council Member Batey and mentioned the State Fire Marshal is exploring providing grants to non-profits and partnering with local non-profits.
 - The agency has made attempts to post entry-level roles, but the agency hasn't had good effectiveness rate.
 - Council Member Batey questioned were these positions located in Springfield or where does the agency recruit to fill positions?
 - Lopez followed council member Batey question by saying the most postings are not diverse areas. A lot of the positions are in Central Illinois and outside the City of Chicago but State Fire Marshal post positions statewide. Most of the positions are not in the City of Chicago but more down South.

- Council Member Day mentioned to Council Member Hightower exploring the opportunity to work with the State Fire Marshal in his area.
- Council Member Hightower and Diversity Officer Lopez both agreed.

D. Department of Juvenile Justice (DOJJ)

1. Department of Juvenile Justice, EEO/Affirmative Action Officer Jim Crowley presented on Work Force Data for current African American employees:
 - 39% identified as African American (AA)
 - 687 total Department of Juvenile Justice workforce
 - 268 employees identified as Black or AA
 - 16% identify as female AA and 11% identify as AA male.
 2. Affirmative Action Officer Jim Crowley shared the agencies recruitment efforts.
 - Over the last six months, the agency has attended 21 career events all throughout the state. The Department of Juvenile Justice has over 20 representatives from Department of Juvenile Justice who volunteer at these events.
 - The Department of Juvenile Justice has a very active social media and have over 60 relationships with colleges and universities and various platforms sharing the employees' positions and employee screenings.
- According to Crowley, the Department of Juvenile Justice is not underutilized in any job category when it comes to employment of the African American or Black community.
 - [Illinois House Bill 2054](#) was passed in May 2023 now allowing the Department of Juvenile Justice to accept candidates over the age of 21 and have either a bachelor's or advanced degree from an accredited college or university or **have 2 or more years of experience providing direct care to youth in the form of residential care, counseling, case management, or mentoring** (rather than just any bachelor's or advanced degree from an accredited college or university).
 - Council member Day inquired in terms of the jurisdiction in the facilities, are there any facilities near Rockford.
 - Crowley replied there may be one and, but it wouldn't have a Juvenile Justice Specialist position, for there is no youth facility that far with aftercare.

E. Department of Correction (DOC)

1. Department of Corrections Regional Recruiting Coordinator, Robert Ishum, presented on Work Force Data for current African American employees:
 - 11.8% identified as African American (AA) or Black
 - 1,344 out of 11,386 employees AA
 - \$6,668 out of \$6,303 Average monthly salary AA
 - 45% identify as female AA and 56% identify as AA male
 - 12% (166 of 1,344) identify as Veterans
 - 22 AA were promoted within the last six months
- Robert Ishum shared as of September 2023 there is three individuals who are the Regional Recruiting Coordinator and prior, there was only one recruiter for the agency.

2. Robert Ishum shared the agencies recruitment efforts.
 - Within last hundred days, the agency has reached out to organizations representing business and professional interests of African American professionals.
 - The agency is continued to be working on impediments for entry level security titles working with Central Screenings, Central Management Services, and Labor to mitigate barriers.
 - The agency hired a Staff Wellness Resource Administrator to work on establishing a Department of Corrections Office of Diversity Equity and Inclusion (DEI).
 - Along with establishing Diversity Recruitment and Retention Advisory Council, the agency also reached out to the organization, The American Foundation for the Blind to provide career opportunities for their community.
 - Council Member Batey suggested updates to provide the council with the geo-demographics to show the concentration of African American employed can be transparent from highest to lowest to inform the recruitment efforts.
 - Batey also inquired about agency partnership with any community-based organizations that could possibly lead to more penetration on getting the African American employment number more up.
 - Regional Recruiting Coordinator, Ishum thanked council member Batey for the feedback and notes of her request.

F. Department of Veterans Affairs (DOVA)

- African American Employment Plan Advisory Council Coordinator White, noted to the council, the Department of Veterans Affairs recently hired a new HR Director, and they plan to present next year. No representative was present.

G. Department of Military Affairs (DOMA)

- No representative was present throughout the meeting.

VII. New Business

A. 2024 AAEPAC Quarterly Meeting Dates

1. African American Employment Plan Coordinator, White, shared with the council the 2024 proposed council meeting dates, the Chair Coverson proposed the following dates:
 - Quarter 1, Thursday, February 8th hybrid meeting but also objective of having a Career Fair in Cook County in the morning prior to the meeting. There is an invitation to all state agencies and council members to attend along with in the works of finding a location to gather for the meeting to take place. The meeting will still be hybrid for those who can't attend the meeting in person, but the goal is for all council members to be present.
 - Quarter 2, Thursday, May 9th, via Webex.
 - Quarter 3, Thursday, August 8th, again being a hybrid meeting in conjunction with a Career Fair.
 - Quarter 4, Thursday, November 7th via Webex.
 - Chair Coverson requested that all meeting to be held 2:00pm to 4:00pm.
- D&I Deputy Director, Santoyo-Marin, inquired if there were any questions or concerns with the proposed dates that were constructed by Chair Coverson.
- No questions were made by the council.

- D&I Deputy Director, Santoyo-Marin requested for a motion to approve the proposed 2024 African American Employment Plan Advisory Council meetings as proposed.
 - Council Member Sulamoyo, motioned, and Council Member Hightower second the motion.
 - No objections. Motion carried to approve the proposed 2024 African American Employment Plan Advisory Council meetings as proposed.
2. D&I Deputy Director, Santoyo-Marin, shared with the council to introduce the Governor's Equity Office, Chief Equity Officer, Dr. Atiera Coleman.
- Chief Equity Officer, Dr. Coleman provided to the council and state agency representatives contact information for future collaborations or any questions to feel free to reach out.

VIII. Public Comment

- No public comments.

IX. Adjournment

- Due to Chair Coverson not being present, D&I Deputy Director, Santoyo-Marin, gave the opportunity to motion to the council which in technical terms, it was not necessary, but Council Member Batey motioned to adjourn at 3:20pm.