



Minutes

African American Employment Plan Advisory Council
2026 Quarterly Meeting (Q2)
Tuesday, December 16th, 2025 | 10:00 AM – 12:00 PM

I. Call to Order: Vice Chair, Burch

II. Roll Call: Vice Chair, Burch

A. Council Members

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

B. Agency Representatives

African American Employment Plan Advisory Council				
ATTENDANCE ROSTER: 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)	Jill Kilroy			X
Human Services (DHS)	Krista Culbertson	Executive II		X
Children & Family Services (DCFS)	Christopher Towers	Chief, African American Services		X
Illinois Department of Transportation	Aisha Price	Recruiter		X
Department of Transportation (DOT)	Brian Hendricks			X
Illinois Lottery (LOT)	Peter Romano			X
ISP	Missy Galman	EEO		X
DHR	Akia Harper			X
IPA	LaTisha Jude	HR Manager		X
IGB	Elizabeth Kaufman	Director, Communications		X
DOC	Howard Moore			X
DOIT	Hanna Rabideau	Human Resources		X
CFS-POS	Erica Williams			X
FPR	George Cotton			X
DLL	Jim Crowley	EEO		X
DOC	Supervisor, Karl Goss	Corrections Activities Specialist		X
DOC	Shelith Hansbro	Assistant Warden of Programs		X
Rev	Alexandria Puccetti	Recruitment & Retention Specialist		X
DHS	Viviana Hernandez	Rehabilitation Case Coordinator		X
DOC	Robert Isum			X
REV	Shelby Kaiser	EEO Officer		X
ISP	Marcus Nettles			X
DOT	Marjorie Hughes			X

Agency	Representative	Position/Title	Live	Webex
CMS	Daisy Navar	Assistant Legislative Affairs Liaison		X
DNR	Eric Shirley			X
DoIT	Vickie Simpson	EEO/Affirmative Action Officer		X
DHS	Dwayne Taylor			X
DOI	Melina Tomaras-Collins			X
DOT	Deborah Williams	Recruitment Manager		X
IGB	Dovie Shelby	DEIA Program Manager		X
DoIT	Jason Thoron	Director, HR		X

C. General Public

III. Old Business: Vice Chair, Burch

A. Approval of Q1 Minutes, September 23rd, 2025: Council Members

Quorum not reached

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

A. Statewide updates

We are over 56,000 employees in kind of bubble the part of the world that, Gombi measures that does put our workforce at the, at the highest point in time since 2007. So when you think of the Halloween out of state government and kind of as they, as a how it looked on the graph, it looks a little bit like a roller coaster, but we are back up on the, the, the upswing and so in the, in the middle we have lots of Stuff over the course of time.

The other piece that that we continue to make strides and improvements to put better and more actionable information in your hands as a council so that you can continue to provide us with strong meaningful advice and guidance as we move forward. And that is largely to do with the kind of back-end data reporting on the applicant funnel and candidates funnel and it's the hiring funnel and how people move through each of the steps from. We had earlier stages we had a glimpse into that and that was, but it never made it all the way through higher. Now that we have shored up our hiring processes to, and in the system to actually get all the way and map all the way to hirer, we will be in a better spot to kind of show the funnel, the demographic breakdown and see if there are any particular steps where we see an impact to any of the communities that we serve that require some additional investigation to ensure that we don't have any kind of structural problems that are impacting our applicant pool.

I'll say historically with the African American applicant pool and the community that works through the funnel, I would say that it's been an inter. Looking at the particularly the four communities, you know, big broad communities that the EPAC support and seeing how different communities have fared differently, at different stages of the game. And something that I think the data has historically born out is that the African American community has done a really

good job getting the word out to apply for state jobs. And that that sets it apart from some of the other communities that we serve, and so we have very high numbers of African American applicants.

I would love to hear any insight that the EPAC members have to share about, I don't know whether this is a kind of a credible theory or not, but that we have a lot of applicants who are less they're really kind of indiscriminate in their application like they'll apply for any and all jobs. So we have a lot of multiple, we have a lot of Individual applicants that identify as being members of African American community and then also those individual applicants have applied to a bunch of different jobs. And so the kind of the long standing narrative of just get in, just get into the state, get into the state, and then you're, and then, you know, your career, you can figure it out once you're in there seems to have been an effective database out that may have been that there's at least a theory that that was an effective narrative with the African American community. Then you see later drop off because there is through the funnel and in large respect, even in like the kind of min-qual review or that kind of like, well, I mean, yeah well it could try. You never know if you're going to get considered... you know, throw it all at the wall and see what sticks sort of approach. So, we're going to continue to move forward into 2026 and beyond, continue to look at and get a better feel for that data and I would expect better Statewide Managers will find themselves in like, ok, well, let's dig a little bit deeper into some of these specific like hiring sequences or types of jobs. Like what's happening? Is there communication challenges where the state calls things invites misunderstanding and we should share that. Are there preferences that are having a disparate impact that we should adjust to remove as an inappropriate barrier to further consider? But, but that's really where we've had our work.

V. CMS Updates: D&I Deputy Director Patricia Santoyo-Marin

A. Annual Survey

a. Updates and next steps

Thank you, Gloria. And as we transition from Sarah, I do want to share with the council that the infrastructure that she was sharing is in the buildup process. And we were so excited to give that a try that one of our staff members here at D&I, Kevin went on to take that raw data and create some charts and we were ready to share that with the council in terms of this kind of funnel and application from application through the offer, the job offer, but we saw that the data was maybe not the most reliable, and so I know that's why Sarah's trying to find some more reliable data to share with the council.

Council Member Vacancies

The other item that we were hoping to have updates around the council application, status of, of some of the applicants. So I'll provide that update. A new person in the governor's office has taken a role. Part of their portfolio is to do this. It sounds like there was a vacancy that took an extra pause in allowing prospective applicants to the council to go through the board in the process. So as this person came on board, they were, they connected with me and we've had at least two conversations. The first one was to explain what are the councils... what are these roles... what is the expectation... how do we collaborate. It usually is as, as council members are

aware, you complete an application. That application is reviewed by the governor's office. So we now have the person that is in charge of reviewing. We've gone through with each council kind of gauging who's active, who's not active, how many vacancies we have. I do foresee that by next quarter we should have an update on some evaluations of applications and or at least an update in terms of where we're at in the process.

Annual Survey

The other thing that Greya helped me to organize and provide the update on is this time of the year, Sarah alluded to this that for the agencies, it's when we start to prepare for budget hearings with legislators. For the D&I team, it's our busiest time of year. This is the time when we don't take vacations. This is the time when we are working to create these annual reports. Through state law, we are required to submit to the General Assembly by February 1st. And as you may imagine before we submit those, they need to go through approval process with the governor's office, with our directors, certainly with support from Sarah and Statewide Managers who are authoring. So essentially what we do is we start with, all, all survey agency, so all agencies under the governance office portfolio complete an annual survey that is over one hundred questions. This ties into their presentations today. So in this survey, agencies are asked, what is budget that you have for promoting and recruiting opportunities for African Americans in the state workforce? What are your numbers? What do they look like? And given that, what is your goal in representation for fiscal year? This survey was completed in the fall. 47 agencies completed the survey. You can imagine all of behind the scenes that goes 100 questions for 47 agencies, and so congratulations to Gloria who completed her draft.

Her first draft to coming into this route and it has been approved with Sarah's support. It is on its way to get approved by our director who will always have different set of eyes, different perspectives. Each layer provides us guidance into fine tuning that report. But for the council, you will also get a copy of the report. It can be used to support our state agencies when they come to present to you, which is part of today's agenda. As they present to you, you will see what their goal was. The council is supporting the agencies in meeting those annual goals and representation.

That wraps up the updates that I had. Unless there are any other questions, thank you Gloria.

VI. Agency D&I Presentation Template: Council Member Pastor Ford

For the first time, beginning Q2/2025, the Council is asking agencies to present on standard data points, including quantitative metrics and qualitative data detailing recruitment efforts.

Next, we'll go into our agency presentations and before we turn it over to our first agency, we just want to give you an idea about how we would like to move forward. For the first time beginning this Q2 meeting, we're asking the agencies to present standard sets of data points.

There are the qualitative metrics as well as numbers as well as input feedback. We're asking for numbers around the hiring as well as feedback and to know how they are doing with recruitment efforts; very similar to the questions we've asked and the data sets we've asked agencies to present as what was gathered for the annual survey. Hopefully this information is

very fresh and that you didn't have to go far and near to find it. So, for the presentations, we're asking each agency to present for approximately ten minutes. Our agenda is going pretty fast today, so you could take a little bit more time, but we also want to leave time at the end for questions and answers. We also know that given this is the first time we've asked each agency to present in this way you might have questions. We're very happy to have Sarah on the line today as she is our data guru. We can also take questions back to the data team should you have them. Just know that we're here to support your efforts going forward. The first agency that we're going to give the floor will be on the new template.

The metrics are all around how many people applied... how many people were approved... how many people were hired... how many people were hired in the leadership roles? What are your recruitment efforts to actually ensure that we do have a strong African American candidate pool? We ask that answers to these questions be peppered into the presentations as well.

A. African American Workforce Metrics:

- a. 2024-2025 AA applications**
 - Percent change over previous years,
 - 2026 goals,
- b. 2024-2025 AA approved offers**
 - Percent change over previous years,
 - 2026 goals,
- c. 2024-2025 hires**
 - % change over previous years,
 - 2026 goals,
- d. 2024-2025 total number of AA SPSAs**
 - % change over previous years,
 - 2026 goals,
- e. 2024-2025 total number of AA PSAs**
 - % change over previous years,
 - 2026 goals,

B. African American Recruitment and Promotion Efforts:

- a. Outreach efforts to African Americans over the past year,
- b. Efforts to promote African Americans to PSA and SPSA positions,
- c. Recruitment/ promotion efforts and strategies for FY26, and beyond,
- d. Challenges in recruiting/ retaining/ promoting African American employees,
- e. How can the AA EPAC support your agency in these efforts?

VII. Agency Presentations: Agencies

A. Department of Corrections

- a. Supervisor, Karl Goss Jr.

Goss, Karl

I have one of my team members on Viviana Hernandez. If you can give her the capability to share her screen, that would be great.

My name is Carl Goss. I'm supervisor with the Illinois Department of corrections. Now beginning the presentation today on the African American EPAC report for Q1 2025. five.

One of the first things that we wanted to do was to highlight our current director Director, Latoya Hughes. She is the first African American female director for our department, but furthermore, she's also the first woman to serve as director of our department. And so with that, it is through the credit of our diversity and retention and recruitment agency that we have had with our department that we've been able to find quality candidates to not only be the trouble blazers in our department, but be great leaders to help, show that there are talented people out there.

A little bit of overview about the Department of Corrections, we operate the adult prison system for the State of Illinois. Unlike jails, we deal with post-trial sentencing.

By accounting or municipality. Our mission is to serve justice in Illinois, increase the public safety by promoting positive change for those in our custody operating successful reentry programs, and reducing victimization. Next slide, please.

We covered the entire state of Illinois all the way from Lee County, which has Dixon, correctional center all the way down to Johnson County by Kentucky, that has my own and Shawnee, all the way over to saint Claire, which is Southwestern in east saint Louis in Familian County, which has our Danville Professional Center, which is right next to Indiana. Our population, 29,000 people. We have twenty 27,000 males, 1500 female. We have 27 facilities, 25 male, 2 female, 4 adult transition centers, 3 male, 1 female, 2 of which are in Cook County.

Again, one of the biggest things is that as you can see, majority of our institutions, I would say about half, are literally from Lincoln County down to Johnson County. We have right about f5. So the remaining are kind of scattered on the outside, out skirts of the, of the state. Most of which typically do not have a larger African American population, so definitely recruiting has been one of our challenges, but it is something that we look forward to taking on.

A little bit about our facilities, we have 3 types. Our minimum securities facilities are dorm-style housing; typically, multi manor rooms with bunk beds. There are educational, industrial programming, vocational programming. There are work assignments available as well. There are a lot more daily activities, like music classes, art classes, etc. And there's a lot more movement. None of our individuals in custody are escorted unless for a discipline reasons.

For our medium facilities, they have strengthened perimeters, cell type housing, so no dorms. As you can see, those Xs are what they call X houses. That is where our residents are housed . Again, just like our minimums, they have educational, industrial, vocational programs, work assignments as well. They do have a higher.

Security level, higher security staff to individual ratio. Your minimums tend to be about 100:1. This one is probably closer to 50:1.

And finally, we have our maximum security. There's a highly secured perimeters. Mernard has the stonewall there with multiple single occupancy cells. For the most part, this is a woman or two-man cell. They are educational industrial and vocational programs, but not as many work, assignment opportunities simply because of the close control of our individuals and custody, especially with their movement. So, some of the internal jobs won't be there as much. Typically, this is where a lot of our residents who have committed some more of their heinous crimes are housed throughout the state.

31 locations, not necessarily our office buildings that we have throughout the state majority of our staff are typically security members. And so this is what the organizational flow looks like. They would typically fall under our boarding system of operations..

To give you a better overview of what our executive team looks like, currently this is, about 60-odd members of our executive staff that cover all the way from our director, all the way down to deputy directors, different chiefs of, a number of things, whether it be finance, operations, and programming. Just to give you an overview, these are staff members cover every, from every place up to Dixon all the way out to Lawrence, all the way to Rock Island, all the way down to Pinckneyville, and they can spread all over the state.

But next slide please. But to see what that looks like when it comes to the African American population.

36% of that team are African American Limits included two, including but not limited to our director, Director Hughes, Director, Hasbro, Hi Inspector, MacIntosh, Chief Austin, Chief Cato, Chief in Deputy Director of Brandon Dorch, and more recently hired and during this quarter, we have Chief of investigations Wallace, our interim agency medical director, Doctor Conway, our Chief Paro, Chief Porter, and our Chief of Medical Services. Chief Cipher. So, definitely, through our efforts, we've tried to make sure that we continue to recruit, definitely quality candidates especially those who have served with our department as well. And even some who have not but bring in different ideas and different perspectives to help serve our department.

To give a little bit more numbers about what this looks like, for the total number of African American employees, there are currently 1160, what's right about 11% with 636 men, 524 women. Out of the total 399 new hires we've had 50 are African American, 38 men, 12 women. 68 African Americans in leadership roles, 26 men for each of women, 8 and of that number, there are 8 African American wardens, nine African American assistant wardens.

Our recruitment process is very similar to most of the state. We go through CMS for our recruiting for application process. Our main people are our recruiters. They are our beacons to kind of tell our story to the public. They present in a positive manner the employment opportunities, benefits, and various locations that we can serve throughout the state, to, to get into our department especially when the easier ways is through our professional officer training position, that typically is a tape test, which is typically similar to your GED or fiscal agility test, obviously observation exam, structure interview, your requirements are eighteen years of age, valid driver's license, high school diploma or GED, be a citizen now at the United States and be able to read, write, and speak English.

So for what are our recruiting and outreach, one of the things that I say at our institution is that presence is key. When you are able to be visible, that is when people can show the work that you're doing. And so that's also what our recruiters are doing. And so our northern region, which is everything north of Livingston County, one of the big points of emphasis that they've tried to hit this past year and moving forward into FY 26 is to recruit through the city colleges of Chicago system. So, the Chicago's community Colleges, your daily college, Harold Washington College, Malcolm X College. There's a lot of candidates that are coming out of those two-year institutions and making sure that we're utilizing the best that we can to attract the best

candidates for our department. Not necessarily just in security, but in many different facets of our organization.

Next we have Region 2, which is our central and southern region, but to the west, so closer to the Saint Louis side of the area, or the Missouri side, what are the highlights that they've had is they've taken a point to attending an area where there are a lot more African Americans at, which is one of the Missouri side of the border. And going to Harristown State University and actually going to the saint Louis public hearing events. Not all of our staff have to come from our Illinois population, and a number of times a lot of I've seen a number of people move from especially bordering states to come in just because of the great benefits that we have working for the Department of corrections.

And finally, we have Region 3, which is the central and southern, but on the eastern side of the region, closer to Indiana. This particular region has the least amount of African Americans population residential, so they've gone to much more of a technological option to recruit. So they've used HBCU twenty by twenty, the application dot org black nurses Association of Central Illinois and a national organization of black women in law enforcement. They've also gone to a lot of local county fairs and the state fair to recruit as well.

When it comes to retention, the department has put in a number of things to help grow and develop the staff that we have here. The first one is, like I said I mentioned earlier, our diversity recruitment and retention, advocacy, advocacy council to help make sure that we are highlighting the best candidates and the best events for us to put our resources towards to make our department a better place for our staff and our residents. Our department of DEI to help our institutions spotlight and put in any type of plan of actions to sure up any blind spots that we might have. And finally, our department of staff wellness and team administrators. We finally have full-time staff to kind of help serve the department and its most vital resource is staff. It's a very tumultuous environment that we're working on a day-to-day basis, especially those at the institution. And so making sure that we have the right resources and we can get them readily into their hands has been one of the biggest tasks that this department has done especially under the direction of director House.

Finally, some of the challenges when it comes to promoting collective bargaining agreement, definitely, I wouldn't say hampers, but kind of controls what those promotions look like. A lot of it is based on seniority, but make it, but there are qualifications also as well. So, one of the things is making sure that we are staffed and are properly trained when it comes time for them to promote and with most of our promotions happening at institutions. If I currently I'm at a place where there are 10 African Americans over 3 shifts, most have less than 6 years, most of them will not see the opportunity promotion just because of seniority for a while. But when it comes time for them to get promoted, we want to make sure that they have the opportunity to do so. When it comes to barriers to entry for recruitment, working outside of regular shift hours, this is a 7-day a week, 365-year operation when it comes to the Department of Corrections. You might work Christmas; you might work Thanksgiving and that's a hard thing for a lot of people when it comes to recruiting. We do have some nine to five or eight to four, but most of ours are not, limited use of cell phones and correctional facilities, limited opportunities for part-time or remote work, and geographical locations.

Most of our institutions are on the I-55 and I-57 corridors. And not near a population where there are a lot of African Americans, and a lot of people are not really wanting to move away from where they're currently at. That's going to be hard to move from Chicago to Charnee, down near Kentucky. So a lot of times when those opportunities are faced by some of our potential candidates, that is where we've had a hard time landing soft.

And finally, our goals. We continue our recruitment efforts and review hiring and promotional monitoring to ensure compliance with the CBA; ensure outreach efforts and regions with underutilization, office of affirmative action will expand exit interviews to identify patterns, the impact retention. They are also established to enhance working relationships with non-governmental organizations, cultural and advocacy groups to make sure that we have better community buy in in the processes that we continue to make with our department. We continue to do disability surveys to assess the number of employees with disabilities and improve training and retention of these said employees.

And finally, explore enhance use of technology to raise awareness of our career opportunities. Again, a big thank you to all the people who put this together, they've given me the opportunity to speak, but one of the things is that our African American EPAC isn't just a siloed thing. We, the Department of Corrections, are very small department. We have, like I said, about 11,000 people, and so for us, we have to make sure that we are putting on the same rope and the same direction. So, like these are pictures of some of our council, some of our council people are part of the ASA conference this past year. We have direct.

Director, Hasburn, Director, Nandez, and then on the bottom, those staff throughout the state who have come to the asset conference all the way from Stateville, all the way down to from Borough, from Danville all the way over to East Molling, again, a big thank you to everybody who's been a part of this, chief Moore, thank you all so much for giving us everything that we had as far as getting information. Chief Page, and even the recruitment team with Robert, thank you all so much. Are there any questions?

Statewide Manager, Batey

I'd just like to start to say thank you, because you definitely too got the message in terms of the information that we were expecting to be shared, and I just want to give you big kudos for not only pulling it all together, but really believing and having the staff and the commitment to carry out this work and to do recruiting and ensuring that there's equitable representation. So, I would just ask at this point we'll have this conversation moving forward, is how can the council support you? I know you said that there's some challenges in terms of recruiting in some spaces and other areas barriers that you might have mentioned. So, I opened the door that we can work with you and help in some of these instances as it relates to partners and also people in some of those areas that might be hard to get a large applicant pool of African Americans. I commend you for going outside of the borders of Illinois and understanding that where the African Americans are and across the state lines and we have as a APAC council, not last year, but two years ago, we did go into the saint Louis area. I do see a lot of ways that we can partner with you and to help, help with that lift. So

Thank you again for being our first presenter in this news structure and we look forward to working with you. I'll open the floor. Does anyone else have any questions before we go to our next presenter.

No questions.

B. Illinois State Police

a. Sargeant, Marcus Nettles

Great job Carl. You did a great job presenting all information man.

Can everybody hear me ok?

Yes.

I'm Sergeant Nettles. I've been on a job for approximately 14 years; came over to recruitment last year for about, well, about a year and a half ago, but I worked patrol my entire career, worked on a gang violence task force strategic enforcement team, and I'm originally from the south side of Chicago grew up in the Inglewood Beverly area. I was a professional athlete beforehand, and I transitioned to the Illinois State police because I believe in the law and the law enforcement is in my family. My father served in the militaries and law enforcement. I have a couple of relatives that served with the state police. So, you know, I got on the job to serve our community and hopefully to influence some more African Americans. Black folks that, you know, that look like me to, to take this job and, and help our communities out.

With that being said, we'll go ahead and get started and move to the first slide.

Illinois State Police Employees: we have approximately 3000 employees. We have 1900 sworn employees 1100 code employees. People think of the state police as making stops on the side of the road, but as, as we go through these slides, you'll see we are full-service agency, and we do a lot more than just making traffic stops. The director's office, we have about 12 different bureaus within our office, and I will look at this as more behind the scenes as far as making our agency a full-service agency, so we have a legal office, office of equal employment opportunity, Office of Executive Protection, Office of Finance, Firearm Safety, Governmental Affairs, Human Resources, Inspection Of Audits, Labor Relations, metrics, Accreditation Of Policy, our Protective Services and a PIO office. With all these different type of verticals within Illinois State police.

I tell people all the time, we do have a lot of subunits within a unit, so when they do apply for the job, and that's something that a lot of people don't know is that they don't have to think about having a full career with just making traffic stops. That's some of the, the mess, that's some of the things or the message that I try to get out when I'm speaking and talking to some of the people in our community because they just think of the state police as just making traffic stops on a highway. Next slide please.

In our divisions, we have 8 different divisions. We have the Division of Academy and Training; that's what I'm in now with recruitment division of criminal investigations. In Criminal investigations, I guess our biggest case, what probably everybody knows is Mike Maddigan. I would say the most popular case but in the division of criminal investigations, they keep the checks and balances with a lot of the politicians or the people that that serve. The Public

Division of Forensic Services Division of Internal Investigations is not just Illinois State Police or state workers with any wrongdoing, keeping integrity of the job. Division of Justice Services, fingerprinting, backgrounds, division of patrol, which is pretty much the bread and butter of our job. This is where you start the foundation of the state police and then Division of Statewide 911 mission. Illinois State Police were relentlessly protecting public safety and pursue justice for the people of Illinois. The vision of Illinois State Polices were tried for excellence and all that we do, seeking to be one of the premier policing agencies in the country. And a lot of that has happened because of the technology that we've had over the past five years to help decrease the violence that's on highways. Some of the state goals that we have is to improve the quality of life for our citizens through unimpeachable integrity public service training and education. On a safeguard the public by assisting law enforcement, decreasing traffic fatalities and injuries and reducing crime, and the fear of crime. And last but not least, provide leadership through Innovation as a dynamic diverse learning organization which promotes personal and professional growth and as you notice state police.

We are definitely trying to work on that diversity piece of it.

So, here's some of the numbers. Look at all our code employees. I'll let you all take a look at that. I'm not going go through every single one for the code side. But out of 3000 employees, obviously we have a lot of work to do. You look at the sworn employees, which is I guess a little more of my concern since I'm in recruitment and I've worked Patrol.

Out of the 1800 employees, you can see massive sergeants we have I'm sorry master troopers. Troopers, Trooper first class master troopers. We have 74 special agents, 14 senior inspectors, 11 sergeants, 22 master sergeants, 19 lieutenants, 5 captains one. So, the total workforce data for African American employees is 267 with 42% being female and 58% being male. I'll talk about some of the challenges that we have later, but you can see this number, as I stated earlier, we have a lot of work to do and we're, we're, we're trying to do that, at least my efforts were getting people on the job until I can keep moving up some ranks to try to help somebody's, some of this diversity within if that makes sense.

I'll let you all look at the different ranks and the leadership positions and, and, and how many people we have in each of the different bureaus.

We have 1 master sergeant, 3 tenants in academy and training. That's where I work now. We have 4 Master Sergeants, 1 Lieutenant in the Division of Criminal Investigations. Division of Internal Investigations, we have 1 Lieutenant, 1 Captain in the Division of Justice Services. We have 1 Master Sergeant in the Division of Patrol. We have 11 Master Sergeants and 1 Lieutenant. It's not too many sergeants in any of these spots. I just got promoted in August to the sergeant position in Division Academy and training after 14 years on the job.

I'll hit on that later as well, like I stated, but I just so you have these numbers as a reference as we move forward.

Moving forward, you have a public service coordinator in Zone 6. Looking at numbers to that right hand side, everything is one fingerprinting from Division of Justice Services Office to Director, Division of Forensic Science, the Bureau Chief Supervisors Deputy Directors. We don't

have too many African American representatives. We have 32 total African Americans in leadership positions including both sworn and co employees at the Illinois State police.

So in 2024, we added total of 529 African Americans, females and males. Females we had 2026 in 2025. That number decreased, and these are recruitment efforts to 502 African American males, and a 179 females.

You can see the percentage drop was 5% for males and 13% for females. I'll add to the reasons that we have a drop.

They say in December, the numbers have yet to be reported. I don't still think that's going to change as much. The applications weren't open in January and February of 2025, That's also a reason, but I'll add to when I'm the one that's out there with boots on the ground, when I go around the communities and I'm still doing work, and the community with sports, talking to youth, I feel like one of the biggest reasons is the competition that we have with Chicago police Department. Number two is how I would say how challenging our academy, I think we have to get to like a younger, a younger crowd, a younger, the youth and counter prepare them and let them know how challenging our academy is so that they're prepared for it; so to be knowledgeable into what they're getting into.

Last, but not least, until we get an academy up North, I feel that it's going be really challenging to get my minorities to travel to Springfield and stay down there six months and travel every weekend. You have a Chicago Police Academy, or you have other academies where they go home every day? But they can also hop on public transportation, they can catch a ride, and they can go to the academy and come back. We don't have that luxury, so when I'm speaking to potential candidates about joining the Illinois State police, that's what I'm seeing that's starting to be, I guess a common challenge or a common I would say, yeah, challenge, they won't select the Illinois State police.

African American recruit: the efforts that we have as I stated when we in a community I do a lot of the outreach since right now, we are able to staff 1 more additional person. I was up here by myself when they brought me over to the northern area covering the entire northern region, trying to help our workforce. We've contacted approximately 70 HBCUs. We continue to go to job fairs and career events on the south side. At a lot of those, I have boots on the ground in the community. So, I partner with a lot of local churches to get awareness and some of the sports organizations that I'm with to kind of get some of these kids that transition out of planned sports to think of the state police as a career. Also run our internship program, which we've had, I'll say a record number of 11 accepted were African American. We continue to see an increase in minority applications. It's just a follow-through. And I think it does help that they see my face since I've been over here for a year and a half, they're not used to seeing somebody that looks like them with the state police So, I think it's a matter of changing that identity as well as in the northern area of what is the state police. I guess we are making an effort to recruit minorities. In Faith and Blue community events, we participated in over 10 with the focus on our underprivileged communities. Then, we had a team Illinois Youth Cap, which we host at Lewis university. We have not necessarily at-risk kids, but we have kids who pretty much have a mini academy that they go through for a week. They stayed at Lewis university. They have a graduation at the end that's very similar to the academy. So that they can understand the

discipline that we have, that they have to go through. And after they graduated, it's pretty cool. You see some of the kids and tears, the parents are excited, and then we tell them, hey, this is something that you can expect, or this is something similar that you would go through at the Illinois State Police Academy. So hopefully we'll start getting some traction from hosting these camps.

Lastly, we do ISPA Illinois State Police Academy tours where we invite students down. We did all of Harvey, WIUU, Greenville University. They come down to the academy to take a tour at the academy. We'll do like a mock check in and they can get an idea of, of what to expect when they get to the academy. And they see where they'll pretty much be stationed or live for 6 months while they're in the academy. We did some advertising with Saint Louis Blues in the Chicago Bears. I don't think we've really had a chance to because of staffing... had a chance to do as well as our law enforcement brothers that went before is Carl, you, you seem like you guys did a great job of going to Saint Louis and going to other areas, but because of staffing, that's been a little tough being up north, but I just want to get some quality candidates from here. We do partner with the city colleges as of now. There's been a month and a half where City Colleges didn't want law enforcement on campus. And we're like, hey, look, you know, we ain't all the same. That's why we're trying to come, come there and let you all know, you know, the difference of what we do. I mean, they see who our governor is. That's who we fall under, which a lot of people don't know. They're not educated knowing that we fall underneath the governors. Like, hey, we're not ICE; we're not coming to setting the body up and, you know, we want you guys to work to help improve our communities and have people that look like you to be, to be in a community to serve.

2026 initiatives, we are continuing to attend community related events, increase minority representation, our ads and social media posts and continued contacts in our HBCUs and organizations focused on underrepresented communities. We also can continue our youth camps and continue doing my work on our own. We're also getting an initiative where we ran through our major to get every State trooper certified as a field recruiter, so that they can be more knowledgeable on the job and when they're talking to people, who knows when you get stopped at the store or just in general, when you're more knowledgeable about the job or you have that information being pushed out, you're more willing to talk about it. And I think the more people that talk about it, you can influence some people. So, we do that. We're continuing to go to military events as well.

Our department is very heavily influenced by the military, even our structure, our hats. So, we do well with that. But I think for our recruitment efforts, we're doing what we can. But I feel like once we get the staffing up, and once we continue to stay in the community and not necessarily start at the collegiate area, I made some suggestions and ideas of starting younger to kind of plant that seed. And even if you don't turn into the Illinois State Police or decide to become a trooper, they'll at least become a fan. And once they become a fan, they'll speak and talk about our department. And then maybe somebody else that influenced someone else to want to become a state police. So that was my suggestion when I came over is, you know, let's really hint on like the grade schools, the grammar schools and kind of get it ingrained to set it up for the future and not get them at the last minute. As with anything else, you have to start young. So, I believe that's all I have.

Statewide Manager: Open Discussion

Yes, that's it and thank you so much for all the information that you were able to put together, especially with these inherent challenges that now you're stepping into to try to remove some of the barriers. One of the things that you said struck me was what I'm calling the mini bootcamp. You might have had a different word, but have you thought about bringing more of those up north, working with the community-based organizations and especially targeting the at-risk youth? Because while they are kind of aimless, you know, they kind of wondering what am I going to do? What am I going to be? And I think if that boot camp could entice some of those that are on the verge of going in the wrong direction, that that can pull them back into, like you said, being knowledgeable, becoming a fan, letting it be contagious.

Letting them be proud of something, a program that they have completed. So just wondered if that might be a thought as to how to expand your reach and working with some of these organizations that work with at-risk youth – ones that don't have a record but might be on the cusp of if they don't find something to do.

So just wondering if that might be a thought and how you expand in some of your ways to lure people from Chicago to Springfield because some of them need to get out of Chicago to be perfectly honest.

Marcus Nettles

I agree with that. So that youth camp we do, we have it at Lewis university. We just had one before I came over a year ago, they brought it up north. So, they have one down south and they have one up north. I was able to participate this year, but I did use some of my personal contacts. I spoke to Bobby Lewis from Operation PUSH and told him that I'd like to get some of their youth involved because it's all funded. So, they just have to get there.

Statewide Manager

If we can help you to expand that reach to partner with organizations, the ones who are boots on the ground, as you see and work with these populations, we would be more than help happy to help with that, as well as your recruitment efforts because you'll see as, as we go forward with the presentation that there's a number of ways that we're hoping to partner with agencies to help you with some of these challenges.

Thank you! I commend you! I love your energy. I've seen you out and about. Keep the good work. I'll open the floor if anyone else wants to ask questions or maybe has, any kind of recommendations for our sergeant Nettles.

Marcus Nettles

Before if anybody has questions, Carl, I would love for you all to get involved. We have Indiana State Police, Chicago Police Officers that kind of help as the drill sergeants are run the academy, but we have a military there as well. We don't have a lot of different departments. So, I'd love for you to send some guys over, or however, but let's touch base at some point and we can figure this thing.

Goss, Karl

Literally... I literally just wrote that note to myself.

Statewide Manager

I'm just loving all of this.

Goss, Karl

That note to myself, right?

Marcus Nettles

Okay. All right.

Statewide Manager

Thank you so much. And then I'm wondering, can you tell a little bit about the reason for the drop from 2024? I know you mentioned that the applications did not open until February. Do you anticipate making up ground in that drop over 2026 or is it just always kind of. looking behind you?

Marcus Nettles

I think we had an increase in applicants. I just think with the political climate it's hard, it's tough right now. It's tough right now to convince minorities to come in because as I say unless they're knowledgeable on what we're doing or what the state police has to offer, from my experience, when talk to people about, hey you want to be the state police? I'm not about to wrestle nobody. I look like me, like I'm not about, you know, I think that they're thinking it's that. Yeah, you know, as opposed to other options that we have. So that's why I think once we get a bigger team, or we continue to go and like I say speak to the younger kids or and have enough have enough manpower to go and speak to these colleges and junior colleges and high school kids, they can have an idea of what we do.

Statewide Manager

Thank you. And I applaud your efforts and once again. We want to stay in touch with you. We want to work with you, and we want to help your efforts. So, thank you so much Sergeant Nettles.

Deputy Direction, Santoyo-Marin, Patricia

Allow me to jump in, I think I saw someone's hands up. I think it was Viviana who had her hand up, and then I also want to make sure that we're allowing Council Member Birch for any immediate thoughts or feedback as well. And then before we roll out, I did also have some comments and, and collaborative recommendations.

Statewide Manager

Viv, did you want to speak? You just have to come off mute. There you go.

Hernandez, Viviana

So, just wanted to say Sergeant Nettles, thank you. That was a really wonderful presentation. Just wanted to let you know a lot of what you said, of course, resonated with Carl, myself, and, you know, our other team members from IDOC that are present here today because for

example, the training academy that makes complete sense that that is a challenge and a barrier because we had to expand our training academies to other cities and be able to provide the opportunity for people to go home at night because we also realized and understood that barrier, right? Of being able to recruit. Right, they have families, their caregiving, you know, children, parents, grandparents, and so I really hope that you all are able to attain a, academy, a training academy in the north because that is vital. That is vital and that's really much a challenge that we have also seen, with our staff members,

The other thing that really resonated that you spoke to is us being law enforcement adjacent, right? A lot of our staff members come from the Chicago Police Department, the Illinois State Police, you know, our Chief of Public safety, Chief Cato, he was with CPD a really long time and so there are these, you know, shifting attitudes and perspectives and as you mentioned, right. We try to relay to the public and people in understanding our department, right? That we are run by the state, we're not profit. We, we do not have private corporations running our correctional centers. And that we want to recruit and retain people who are the best and the brightest and that has definitely, especially under this administration with ICE running amuck, it has been really difficult, right?

I anecdotally have heard from our regional recruiters that there have been people that have told them we don't want you to come to our fair or we don't want you, we were not going to post a position for you because you're a law enforcement adjacent. And right, getting that deeply respect Diversity Equity, Inclusion, and dignity for our individuals and custody and that in order to change the tide, right? We need to recruit more people with those same ideals and values. And so, I just wanted to say that we hear you – we see you and thank you for your work.

Marcus Nettles

Thank you. I appreciate that. Thanks a lot.

Statewide Manager

Patricia, you wanted to share as well.

Santoyo-Marin, Patricia

I wanted to first to acknowledge the hard work that is getting folks prepared for this presentation. So, thank you to our colleagues. I heard two things that are maybe common denominators here one. One is the challenge walking into our communities, and that we need to, and Gloria's words demystify some of this; the opportunities that exist. So, I know that we're all working in collaboration and sometimes we're in our, you know, siloed agencies and, groups, but I did want to highlight that we have at least 2 key leaders in our team that can help with that. So, all of you, of course, know Gloria who leads these efforts for one community, and if she hasn't yet, she will be connecting with you to invite you to a Career And Resource Fair that she's coordinating in honored Black History month with the Chicago Urban League. So, there are spaces that we're based on Statewide Managers' credibility in the community, if you will. We're walking in together, right? To help demystify and we're walking in leveraging that credibility. Also on the call, is Chris Naranjo who serves in a parallel role to Gloria. Gloria is the Statewide Manager for Diversity Inclusion of African Americans, and Chris is the same role for Hispanic Latinx folks. Chris in his role has uniquely fostered a very strong relationship with City Colleges

of Chicago and you can imagine, given this national platform, how it affects black and brown folks, we, we are very sensitive to that. And so, I want you to know that you can tap into the CMS Diversity and Inclusion Team, where we have not only the folks that I've highlighted, but also know me on the call who serves as Statewide Diversity and Inclusion for Asian Americans and Roxanne also on the call Statewide Diversity and Inclusion for Native Americans. So, collectively I think we can leverage each other's resources, insights, and credibility with some key stakeholders to help open those doors for you.

The other, the second item I heard was, some of these challenges with you know, those, in the northern region, having to step away from home and an environment that while it has its own challenges is an environment where there are more of us, right? And so, as we need to go into Springfields for training and so forth, I thank you all for bringing that to our attention because we need to be informative of this. One, this is a challenge, right? We might be, you know, speaking to the choir, if you will be preaching to the choir a little bit. But this is another place for us to document that. And this council does have the opportunity, as you know, Vice Chair has the opportunity to request a meeting with your agency director and bring forth some recommendations as well. So, not necessarily asking him to, to take a lead on that. That's for, for his assessment, but that is part I think of what we can leverage within these spaces. So, I just wanted to share that. Thank you.

Statewide Manager

Thank you, Patricia! And that really is the purpose for our call today to understand your challenges, your barriers and applaud your successes. We want to be strong partners with agencies and Patricia, thank you so much for sharing that. We want to work with you beyond just hearing your presentation today over the course of the year to help in any way that we can. So thank you so much. Vice chair Burch, would you care to share any thoughts at this point?

Well let's go on to our next and final presentation.

Santoyo-Marin, Patricia

Gloria, sorry to interrupt you, I think Council Member Birch was on mute, I think.

William Burch

Hear me now? Yeah.

To double down on the whole and the opportunities to collaborate with community-based organizations up here in the north that can make a big impact to bridge the gap. The opportunities I provide themselves. So, I think the community-based organizations will play a good part in bridging the gap.

Thank you, and we definitely have, we've had some presence and as Patricia has says, we brought a host of resources with us that we've worked with over time, and in our previous roles in our lives. So, I see a lot of opportunities to collaborate here.

A. Department of Transportation

- a. Bureau Chief, Marjorie Hughes

Statewide Manager

Thank you. Now we'll go to our final presentation.

Which is the Illinois Department of Transportation, and Bureau Chief Marjorie Hughes will lead this discussion.

Marjorie Hughes

Thanks Gloria. Good morning, everyone. My name is Marjorie Gina Hughes. I am the bureau chief of the Department of the Bureau of Civil Rights at Illinois DOT. I joined IDOT just last month, and so I'm very new to the organization and really excited to be here just to learn more about, other departments and what you're doing to so that we can see what we can glean from the tools and strategies you're using and learn from that. So, thank you to all the other presenters and to the council for having us.

During this presentation, I'll be covering IDOTS, FY '24 and '25 data on African American hiring and promotions and conclude by going over some of our program goals for increasing these figures and some of the obstacles we face to do so.

All of the information from this presentation was pulled from our recent Affirmative Action Plan submissions and we hope to use, again, this opportunity to see if there are ways that we can collect other finer data points that we aren't currently tracking because I think it'll, help us inform our strategies for targeted, more targeted recruitment efforts.

So, first here is a breakdown of the figures, the raw figures for African American new hires in FY '24 and '25 in the EO categories of officials, administrators, clerical, paraprofessionals, professionals, service and maintenance, skilled craft and technicians. Though you'll see, for example, in the second row for officials and administrators IDOT hired the same amount, 7 African American employees in this category for both FY '24 and '25. It's a percentage change increase because from the previous year because IDOTs overall hiring went down between '24 and '25. So, we had a total of 556 new hires for the year in '24 and only 309 for '25. So, though there were seven African American officials and administrators. This was out of a total in '24. This was out of a total of 61 higher than that category for '24 and that went down to 46 in '25. So, because the denominator went down, the percentage weight went up and, African Americans made up 11.48% of the newly hired administrators in '24 versus 15.2 % of the same category in '25. So, that led to a slight increase, so that if, if these numbers for some of these categories the number is the same. That explains the methodology to calculate the change percentages in the far-right column, and so when we apply that formula across the subtotals for each of these categories, IDOT saw gains in hiring in 5 of the 7n EO categories, as you'll see marked in green for the percent change column with the largest gains in paraprofessionals and technicians. We unfortunately saw drops in hiring African American service and maintenance workers and skilled crafts workers, which signals the need for more targeted efforts in these areas. As a whole, despite the decrease in overall hiring from year to year, we reported a slight, very slight increase of one point, 9.7, 1.9% in African American new hires between the two fiscal years.

As you'll see from this slide, data around promotions of African American employees showed more categories decreasing than not like other state agencies have kind of brought up and are

subject to, we have a significant collective bargaining population in at IDOT. And so that comes with a different set of circumstances and rules surrounding promotion and retention efforts. And so, that can also be one of the causes for some of our figures. But, unlike new hire efforts last year or in FY '25 total promotions actually increased, in '25 from, 309 IN '24 to 376. And I apologize when I was reviewing these slides yesterday, I caught an error, and I'll send out a copy of the updated slides, but in the last row at the bottom row, the third column from the left should be that there were a total of 31 promotions out of 376 not 40, which made the total percentage of promotions of black employees from '24, 5.5% and in Fy '25, it was 8.24%, which was an increase of 2.74%, overall. As you can see here, paraprofessionals, service maintenance, and skilled craft workers and technicians, a few of those are similar to the last slides, decreases, these saw decreases year over year in promotions. And so despite the overall increase, we will use the data from the specific categories to inform about internal promotion recruiting efforts going forward.

And one of the efforts that we're undergoing in that area is to share information with supervisors and leadership within the agency, we're trying to work on a reporting system so that we can give them information as to what the overall hiring metrics and representative categories are so that when they're going through their recruitment promotion .

The key takeaway from the data previously discussed is that IDOTS underutilization are in the areas of professional service maintenance and technicians. The exam, some examples of jobs in the paraprofessionals category are entry level technicians, human resource or office administrators, and executive secretaries for service and maintenance workers. These include laborers, highway maintainers, and various maintenance roles across the department, technician gained from transportation related specialists, inspectors, planners and architects. As a result of the underutilization in these categories, it's important for us to have more focused recruitment efforts for those particular areas to bring them to parity. And so we have set a number of program goals in our current affirmative action plan aimed at increasing hiring and promotions of African Americans. Certainly increasing targeted promotion of vacancy announcements, which goes hand in hand with some of the other goals that are listed here in the transportation industry. There are a lot of very active and robust, minority focused organizations. And so we are making sure that we distribute open job at vacancies to those organizations as soon as they're available. And also just getting them away more aware of our general hiring opportunities and job fair opportunities. We have a number of those throughout this date we also plan to like other organizations increase participation in HBCU or predominantly Black Institution career affairs and harness the partnerships that we have with African American focused recruitment sources such as the local urban leagues across the state and the National Society of black Engineers.

IDOT plans to also better leverage networking systems such as the IDOT professional and academic network alliance to spread increased awareness amongst qualified Black job seekers and employment opportunities here. We also have a few college and graduate school internship programs that could benefit from wider awareness programs to African American college students in the state whose participation in such programs could be a launching pad into permanent postgrad employment with the department.

Overall, though, IDOTs numbers have trended positively from '24 to '25. In African American hiring and recruitment, we're actively working to dial up targeted recruitment efforts to continue growing representation across the department. We kicked off FY '26 with several career affairs throughout the state and participated in recruitment efforts at several City Colleges of Chicago and local community colleges. We also hosted a vendor table at the NAACP Illinois State Conference. Our bureau of Personnel has been really active in, again, working with community groups, the community organizations, military groups, and the Minority Transportation Industry Associations to advertise and spread awareness of our opportunities, and though, it's still early in the year, we are happy to report that the first quarter resulted in African Americans representing 9% of our new hires and 36.4% percent of our promotions, which are already significant gains from our FY'25 figures. That being said, we do face a lot of obstacles similar to other state agencies, the length of time that it takes to go through recruitment and our areas of underutilization, particularly skilled craft and technicians have historically limited applicant pools from protected classes. So, we do need to have a bigger focus on increasing African American representation in those pools so that we can experience more growth there. Similar to other agencies, we have geographic placement requirements and rule assignments that could further limit access to diverse candidates, but like Carl described, we are also participating in recruiting events at universities in neighboring states with the same hopes of drawing folks to the state or at least having them apply to our opportunities and consider them. So we also have, a lot of limited reporting on some specific metrics like categories of applicants and African American approved offers like approved offers for specific, minority groups, and so these are data gaps that really like we're hoping to get some ideas from other organizations here to see if we can partner with CMS maybe to see if we can get more information on some of those finer data points because bridging these gaps could really inform and improve our strategies if we collect it, we're able to collect and monitor those trends more closely.

Overall, we're encouraged by the continued growth in our hiring and promotions and I hope that through our commitment to implementing these goals we will build on the improvements and get a better sense of our underutilization drivers. So that we can respond more appropriately to them.

Thank you all for the opportunity to present today. I included my contact information on the last slide and I'm happy to take questions.

Statewide Manager

Thank you, Marjorie. I just want to applaud you when I was first introduced to Marjorie after I sent out the notice to ask if agencies would present, she actually had just started. I mean just started first day.

Marjorie Hughes

First day. Yes.

Statewide Manager

I want to thank you tremendously because I know that you were really immersed. What is a trial by fire? You were really immersed in this, and you did an amazing job. And I also wanted and as you just said, to open it up to our team of some of the agencies here, some of the people who are very knowledgeable about data and, and how to work with gathering it in the state that, that I openly give you the invitation to speak and to maybe share some of what you do, how you do it with Marjorie and, and then maybe make that collaboration beyond just today. So, if any agency wants to speak and, and share, with Marjorie about some of the challenges that she spoke about, please come off mute.

Well Marjorie, what we can do as a council is to help you in some of these areas because we do know that with you being here just two months that there is definitely some spaces that you might not have explored or know to explore.

I see Patricia nodding her head. Would you like to, to come off mute Patricia and share some of your thoughts now?

Santoyo-Marin, Patricia

Sure, thank you. So, just a brief overview. Marjorie, thank you for and welcome to the state at this capacity. Yes. So the council and today I know we don't have quorum, but Council Member Birch, you know, the in the council are here to support you with, you know, as, as you move to meeting the goals that your agency submitted to be, you know, for, for this fiscal year. I do want to empower you with the information that when you present for this council, we're all aware that there are affirmative action goals. However, those affirmative action goals are you know many months back, all the councils accepted and understood that those are very foundational. Those are remedial, and very basic, goals to meet. This Employment Advisory Councils not only for this community, as we have four different ones, and you maybe the person presenting for all four. The goals in this tier are much higher.

And so, just so that you are better prepared as you meet with your senior leadership team in that underutilization does not mean equitable representation. So we're looking for equitable representation across all positions and what that looks like for your agency would be glad to **connect with you individually and support you on that.**

Marjorie Hughes

Yeah, that would be great. I appreciate that. Thanks, Patricia.

Statewide Manager

While we wanted to show Marjorie's contact information and thank you, I want to go back to the previous slide cause there's a couple of things that I've gleaned from going to the job fairs and the type of questions people ask. We get people out of oftentimes looking for a Department of transportation because they say they know how to do road work. So there's just this automatic connection that transportation and road work kind of like that's all there is. And we know there's this many more things there. So, a couple of asks that we've had is that can we break down to show positions that are their entry level within Department of Transportation that encompass the road work as well as we get skill technicians and they're looking for where's

their place? Because when you look at agencies, we know that there's needs beyond the obvious, but one of our challenges and what we are trying to do is to, I say demystify. So while you're at a table and talking about your agency with people, we're encouraging the recruiters and the people that man the tables to talk just a little more specific about the types of positions that you have and some of the skills required so that they know there's a place for me here given though I bring maybe audio visual. A lot of times people don't know the different agencies may need audio visual within something that just they wouldn't think to put those connections together. But what I'm saying to stress here is where you see underutilization, a lot of this is what people in our job fairs are asking for. So I think it's a matter of communication messaging, and getting your agency in front of the larger population of job seekers to really tell them more about the types of positions and the frequency cause I know you hire seasonally. So we've had people that ask that and they don't know when is the opportune time. Your internships, that's another area that we could help you to carry that message out just a little bit further within our community based organizations, faith based organizations, and those who work with job seekers that have this type of skill and maybe not college degrees or a lot of education, but they're skilled in their trades and their these type of professions.

Marjorie Hughes

Yeah, I think that's a great, that's a great point to clarify the some of the entry level positions and what they could because, you know, to your point, we, we, there's about 5000 employees at IDOT. We don't just do road work, we do a ton, there's a ton of operation rational folks that support that in office workers even. And so, but it's hard to understand always when you're coming in from the outside, what the, what those opportunities actually look like and what, how to fit your job skills in them. And you, you could be qualified for a lot of opportunities within the department without really knowing it. So we can, we can definitely work with you all. We'd love to work with you all to get that message, be clearer and like you said demystified. So as to improve those applicant numbers.

Statewide Manager

Awesome. Well, as Patricia said, we are planning black History Month career fair.

Marjorie Hughes

Upstairs.

Statewide Manager

In Chicago is one in Springfield, and so look forward to us working with you more in terms of if you would like to participate and then how to get just a little bit more granular in the type of information that you're sharing, so people can actually see themselves in working for the state and not that, you know because that is that perception in the African American employment world that they can't get in at the state or it's too hard working at the state or I don't know if I have the skill sets to work at the state. So there'll be more on this and we thank you.

This is the first EPAC meeting where I have asked agencies to present and you guys did not disappoint and I think Patricia was a little surprised that I could get three agencies to present in this one meeting, and so I am so happy that you applied and we appreciate you, and we will be in touch.

D. Council / Agency Collaboration

Statewide Manager

If we could continue to slideshow, we just want to talk a little bit more about collaboration, and so I know that most of you did share your numbers today. I do encourage you to share your percentages cause that will help us to really identify the current status as is. And mostly if you'll see I have bolded on the right-side number five, we want to know how we can help you achieve your goals. And with that, the next slide, our agency liaison from our council is not here today. Pastor Ford, but he has had a workforce program around construction for well over twenty years and he works with at risk communities as well as other faith-based organizations to try to identify candidates and he takes them through a very rigorous program. What he has proposed, and we'd like to work with you more on is around direct recruitment. If we can get an idea of agency projections, if you are short of different skill set or position types, if we can help to build these requisite qualifications because we have community-based organizations that do trainings on different aspect.

And if we knew some of the types of skills that were needed to come in, that's where they play a part. They also have wrap around services that can help some people who are in need to get to a point where they can then qualify with the state. So what he liked to see if there are projections in some time frames, attrition rates, retiree rates, and then what type of positions maybe you could forecast for a twenty six, twenty seven, and beyond at a reasonable length of, of duration that we can start working in the community to prepare qualified candidates. So, you'll see at the bottom of this in terms of community engagement, what we take from you is then look to prepare these candidates to get you qualified applicant pools and then they can go through the process cause of course we can't do that for them, but then we can start to do some metrics to track and see how impactful some of this targeted recruitment might be, and then what are the results to then turn around and, and see if this is working, what we might need to do different. But he has a vision as to how we might be able to help you with some of the direct and targeted recruitment.

So I'll ask your thoughts here In terms of not just the agencies that presented today, but some who are on the line with us, what do you think and how can we start to shape this type of a program?

Don't be shy.

So let me just ask a question.

Sergeant Nettles, could you see yourself as you are starting to be more out into the community and you're kind of saying that you need some extra bandwidth. With this type of direct recruiting model, would that enhance some of the work that you do?

Marcus Nettles

I think it would, like I said, my, I think setting the foundation and like the younger generation and I'll reiterate that, right? So like I said stated, like to become a fan first or at least be familiar with what the state police does or what different agencies do, so that they have the confidence, the more knowledge you have, the more confidential you are in your ability, the more you talk to people that look like you. Or it has the same mindset as you as well. I think it becomes contagious and you, you get that confidence to say, you know what, this is something that I want to do because I, I mean, most people don't know what they want to do. They, they don't know. They just know they want to get a job and make money, but they don't know exactly what that entails. They may have an idea or don't know where to start.

You know, most people will say, hey, I want to be an attorney, they don't know where to start. They don't realize they can also be an attorney and work for the state, right? They can be a, you know, to get their career kick started. And then you meet people, you network, and then you navigate that space and then you branch off and, and, and then fulfill your dream, become independent or whatever you want to do.

But definitely, it's something to use as a starting point where you don't have any guidance in programs like this or as we continue to be in a community, it will help.

Statewide Manager

Thank you. Thank you.

Anybody else want to share or think this level of engagement would be appropriate to enhance some of their already in place recruitment.

Goss, Karl

Yep, this is Carl. I would agree that with Sergeant Nettles, having a better understanding of what's the actual job entails for even your boots on the ground starting initial staff or even up to different positions. As I've always said for a long time, I'm not quite sure what my family actually knows what I do at work. In most of the community has no idea of what happens at a prison and how much is actually necessary for it to run. So the understanding that we have a lot of accountants, we have a mail room, we have records, we have a healthcare staff, like they're so much more to what an institution is and to what the actual department is, is going to be key to us being able to recruit the right people and the most qualified people for our department. So having the opportunity to sit down with the EPAC and be able to provide that, that better understanding. So when we do go to job fairs or even if our recruiters or if there is somebody else that, hey, I want to get in a nursing, I'm like, do you understand how much a state nurse can actually make with the Department of corrections? If you have that certification? It doesn't just have to be at a hospital. You don't have to, you can be a teacher for the state of Illinois through the Department of correction. There's so many different avenues that are available to and if you don't like this the institution you're at, 18 months later you can go somewhere else. But having the proper knowledge and verbiage that explain to the potential candidates that I'm going to have is truly one of the most crucial parts because I remember when I applied and they were talking about sending me to southern Illinois, even going from southern Illinois. I'm from Chicago and I was not ready to be a neighbors with Kentucky at that time. And so, but at the same point in time, I understood that it was going to give me the opportunity to help grow

myself and grow my family. And I ended up not going to Southern Illinois, but at the same point in time, I understood that yes, like I had a good recruiter, and I had a good person that was interviewing me giving me the same insight and really I would say that's the crucial right there is insight on what positions are available. And what these timeframes look like, and then what are the, the proper qualifications? I want to say at one point in time with our recruiting methods with the state, we were trying to set up like almost a small meet and greet communities so that they can get a better understanding of what is necessary to actually pass the qualifications to join IDEALC even at security staff. And so it was just an invitation hour and we try to invite different community colleges in the area or different universities in the area, come out and let us know, and that way we'll partner with the university if we could. It has not been the same as it's been in the past, but I agree, getting that information out to the public about what it is that we do and what it all entails because just being an officer is. That's your department doesn't mean that that's the only job that you could do in your department? There's sergeants on the street and their sergeants who are doing recruiting. There are administrators who are out in and about in the truck right and around the state of Illinois. There's administrators who are behind the desk, and so what that looks like and how you get there to agree with sergeant Nettles is going to be crucial to us continuing to get the best qualified candidates in our state.

Statewide Manager

Thank you. Well, I think that we as an EPAC can definitely be a, a good partner with you and as well as all the other agencies on the line and those who have recruited and there's, we're open to ideas as well as we know that you have several calls that you have to follow.

I'm back to the state myself after a while, and so I often come up with many ideas and Patricia says yes to some and some, maybe not now or maybe some in the future, but we are definitely trying to shape some models that will help with this demystification.

And our upcoming jobs and resource fair, we've heard a lot of, of what you're saying that you're trying to do, that the public and the community is very welcome and they want to help. So let, let's all from this point forward, find some time to talk in the upfront in the new year to see.

How we can start collaboration. And I know Patricia probably wants to share this time too. So I'll I'll open it up for some comments Patricia.

Santoyo-Marin, Patricia

No actually you caught me adding in the chat some details about your upcoming career and resource fair, so my appointments I was trying to help us on the on the other side of the line.

Statewide Manager

Awesome. Well yes, you see in the chat where Patricia is describing something what we want to do and just to let you know, we are partnering with other agencies on strategy as well as community partners. So that we can meet the needs as, as the needs are, are, you know, cause a lot of times we have ideas and then we go to the community, and it just doesn't have the resonating impact that we think. So we are definitely collaborating in the communities and

bringing that information back to see how we can, make a model for what I'd like to do with how you even have roadshows, and in those roadshows, it could be.

Very informative and demystifying some of these stigmas that are around the state. So, I'm very happy to hear your efforts and your energy around this work. Any more questions I'll open it up at this point. We're doing really well on time. Just a little bit more for us to cover.

We're going to our next slide. I think I am giving it back to you Vice Chair Burch

VIII. Agency Engagement Recruitment Strategies: Council Member Pastor Ford

A. Projections

- a. Position types,
- b. Requisite qualifications (KSAs),
- c. Timeframes.

B. Community Engagement

- a. Position types,
- b. Workforce preparation,
- c. Build qualified applicant pools,
- d. Timely follow up.

We would like to work with agencies to be more proactive with understanding the state's hiring needs so we can work with the community and workforce partners to prepare and steer qualified candidates to the state.

IX. AA EPAC 2025-2026 Business: VC Burch

A. EPAC (5) Required Annual Trainings DUE BY 12/31/2025:

DoIT.OneNetTraining@illinois.gov

- 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.

B. Governance:

- a. Bylaws,
- b. Strategic Plan.

C. Community Calendar:

- a. January: Martin Luther King Day
- b. February: Black History Month.

D. Agency Collaboration: Presentations and Scheduling,

E. Quarterly Meeting #3, March 24, 2026.

William Burch

The next up will be what's next for the council.

The first thing on our West Next item would be the year end business that needs to be taken care of. Our council is responsible for the year-end annual training for all the council members.

And it is outlined here on the slide to what's next coming up for 2026, we are going to be focusing on.

Our required training that we need to complete ASAP to be in compliance.

We're going to be working on governance, the bylaws for the council, and our strategic plan.

Our community calendar, which includes January Martin Luther King Day and February Black History Month. Our job fair that we've been talking about.

Agency collaborations, presentations and scheduling, and quarterly meetings. Number three, which will be held March '26. So that's what's next for our council coming up.

Statewide Manager

Yes, and I just want to stress, agency collaboration in addition to presentation scheduling, we also want to start to talk about how to assist and coming up with brainstorm ideas around the recruitment efforts. So, we'll be reaching out and follow up, not just the one and done here.

But we are just really happy to hear what you have in mind in terms of your goals and your efforts.

We can go to our next slide.

X. Other Topics

William Burch

With that being said, we're at the point where we're closing, we're going to open the floor for additional topics, any public comments.

XI. Public Comments

Statewide Manager

Circle back around, do we have any council members on the line? Did anyone else join.

I don't think so.

Sarah, did you want to join and say, anything more.

Santoyo-Marin, Patricia

Sarah had to jump to another meeting but she did send some updated demographic details and a chart for us statewide representation of black employees, and so that's in your inbox now.

Gloria, I know you will need some time to package that and so maybe that could be sent out to members of the Council, you know, within the next couple of weeks.

Statewide Manager

Sure, then we can share them at our next meeting.

So, without any additional topics.

Vice chair Burch, any public comments, we can move to the next step.

XII. Meeting Adjournment:

William Burch

If there's no public comments, we'd like to adjourn the meeting.

Can we get a nomination to adjourn today's meeting?

A. Nomination:

Statewide Manager: I can nominate and you have to second as our one council member that is present today.

B. Second: Seconded by Vice Chair, Birch

William Burch

Thank you guys for attending and participating.

We appreciate you.

Statewide Manager

Yes, we do and all the information that was shared today.

Thank you and have a Happy Holiday!

Marcus Nettles

All right. Thanks. Thanks for having us.