



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday April 8th, 2014

1:00 P.M. – 3:00P.M.

At the following public site:

**James R. Thompson Center, Suite 9-035
CMS, Director's Video Conference Room
Chicago, IL**

And

**William G. Stratton Building,
Video Conference Room 500 1/2
Springfield, IL**

And

Teleconference

Council members in attendance: William N. Burch, Irene Weathersby, Sharryon Dunbar, Nina Harris, Catherine Lamberg, and Marrice Coverson, Arlene Coleman, Archie Lawrence.

Non-council members in attendance: Darryl Harris from the Governor's Office, Fred Stewart from Central Management Services, Carlos R. Charneco from Central Management Services, Ashley Lapse from Governor's Office, Gwen Meeks from Financial and Professional Regulations, Kimyada Wellington from Financial and Professional Regulations and Henry Butler from Department of Revenue.

Call to Order/Welcome/Roll call/Introductions

Arlene Coleman , co-chair and host of this meeting called the meeting to order at 1:06 PM and welcomed everyone to the quarterly AFAEP Advisory Council meeting. Carlos R.Charneco completed the roll-call; the Council achieved quorum for this meeting.

Minutes

Arlene Coleman requested Council members to review the minutes from the AFAEP Advisory meeting hosted on December 3, 2013, to determine necessary amendments or corrections. There were no necessary amendments. Arlene motioned to approve minutes as is and member Weathersby moved to accept the minutes. The motion was 2nd by member Harris. The minutes were unanimously affirmed via voice vote with changes.

Old Business

Financial and Professional Regulations

Two employees of DFPR attended the meetings as guests, Gwen Meeks and Kimyada Wellington. The conversation started off with Meeks and Wellington asking about the general function of the Council. They shared that they had no knowledge of its' existence until recently. They wanted to know if it was a functioning council or just in existence. Member Coleman shared the Council meets regularly, however has no allocated funding. Carlos shared that the Council can be effective when used correctly. It has the ability to itemize issues and present to the General Assembly. It can also present issues and concerns to the Director and other agency heads. Member Burch explained the group as the eyes and ears to offer assistance with diversity recruitment to get more African-Americans hired. Member Coleman shared that she agrees with Carlos, however also believes the Council could be doing much more. Council member Coleman is not satisfied with current numbers and would like to know if there is a way to track how many African-Americans are hired on a quarterly basis. Carlos explained that there is a record on file. Arlene concluded the conversation by thanking everyone for their comments and stating that she still believes the Council is limited without funding.

The group shifted the conversation to focusing on how to market the Council and its' purpose. Carlos encouraged the council to brainstorm some ideas of how the Council could collaborate with other similar entities and create more partnerships. He said it would be difficult to ask for funding, so building partnerships would create more opportunities. Council Member Coleman shared that she believes marketing is one of the biggest barriers of the Council being effective. Carlos suggested posting the Council's plan and agenda on different agency websites. The more the name is seen, the more people will know about it. Member Coleman said she needs to follow up about posting, because she asked someone else about that idea. She also suggested sending out letters to organizations letting them know about the Council and its' purpose. Member Darryl Harris shared that the Governor's Office is willing to help connect with events.

Guest Meeks shared that she believes there is a need to correct the environment for current African- Americans before expanding the network. Coleman said the Council is open to suggestions and recommendations.

The guests from IDFPR shared that there have been concerns Rutan interviews did not include enough African Americans on the interview panels. The African Employment Plan Survey indicated that there were 9 African American Rutan trained staff and that of the 18 interviews conducted during fiscal year ending 2013 there were 15 African Americans that participated on Rutan interview panels they were not certain that the plan reflected and accurate data. They also noted there are no African-Americans in management positions.

Carlos noted the plan is subject to Audits by the Auditor General. According to state workforce records ending March of 2014: 49 Senior Public Service Administrators were employed at DFPR and seven were African Americans. There were 61 Public Service

Administrators which included 4 African Americans. Among the 61 Public Service Administrators 49 were within the union.

New Business

State Workforce Update

Carlos presented the updated data on the number of African Americans in state agencies. He went over the PSA and SPSA positions for IDFPR. The numbers have remained the same as the last report. There was a conversation around the lack of African Americans in management and middle management positions at IDFPR. The Council all agreed to follow up with IDFPR and get answers to the questions. The current numbers show an increase in African Americans at DHS. In December there were 11, 207 African Americans and there are currently 11,771. As of March 31, 2014 there were a total of 9,604 African Americans out of the 45,751 coded positions. African American accounted 20.99% of the total number of coded employees under the Governor's jurisdiction.

African American Employment Plan 2014

Carlos suggested the Council look over the plan before the next meeting. He will be presenting amendments of the objective and goals of the African American Employment Plan to the Governor's Office.

Agency Roundtables 2014

The Council has to decide which agencies to request to meet with. It was suggested that the Council follow up with ISP because the agency is planning to do a mass hire. Maurice and Carlos agreed to follow up with IDFPR. Carlos, Dunbar and Burch will follow up with ISP.

Adjournment

Seeing no further business Arlene Coleman opened the floor for a motion to adjourn the meeting. The motion to adjourn was made by Member Nina Harris and second by Member Birch. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 3:40PM.