



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, April 14, 2015

African American Employment Plan Advisory Council Meeting: 1:30 P.M. – 3:30P.M.
Quarterly Meeting

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

Or

William G. Stratton Building, Room 500 ½
CMS, Video Conference Room
Springfield, IL

Roll call:

Council members in attendance: William N. Burch, Sharryon Dunbar, Nina Harris, Kevin Anthony Ford, and Marrice Coverson.

Council members absent: Archie Lawrence, Arlene Coleman, Arthur Gass
Sidney A Logwood

Call to Order: Council member Coverson call the meeting to order at 1:40 pm.

Introductions;

Agency representatives; Carlos R. Charneco (Central Management Services), Fernando Chavarria (Dept. of Corrections/Juvenile Justice), Erwin Acox (Dept. of Transportations), Kimberly Foy and Steve Perkins (Human Services). Ruby Taylor (Dept. of Veterans Affairs), Janice Glenn (Governor's Office)

Public: Olney Riley (African American Family Commission), Jannetta Cardine

Selection of Council Chair and Vice Chair

Call for nominations to serve as chair for the African American Employment Plan Advisory Council.

Member Harris nominates member Coverson. Member Coverson accepts the nomination. Member Dunbar seconds the nomination. By majority of I's the motion carries.

Motion by member Harris to nominate Sharryon Dunbar. Dunbar accepts nomination. Second by member Coverson. By majority of I's motion carries.



Minutes

Motion made by member Harris to accept the December 10, 2014 meeting and second by member Ford. Voice vote taken minutes are adopted with the majority of l's.

State Workforce Update

Carlos R. Charneco: There was an increase of African Americans in Code positions from quarter ending 12/31/2014 to quarter ending 3/31/2015. At the end of December of 2014 there were 9,582 African Americans and at the end of March 31, 2015 there were 9,866 an increase of 284 African Americans workers. Overall the state workforce in code positions increased from 44,279 to 45,805.

As end of March:

African Americans in coded positions:

Coded Titles	1 st Calendar Quarter 2015	4 th quarter 2014	Change
African Americans	9,866	9,582	+284
Total Workforce	45,805	44,279	+1,586
% African Americans	21.53%	21.6%	

Human Services had the greatest number of hires and there was a gain of 248 African American code employees. There was also a slight gain for Dept. of Correction. There was some decrease at Children and Family Services but African Americans still accounted for 39% of the workforce.

End of March 2015	African Americans	Total Code	%	Change
HUMAN SERVICES	4,770	12927	37%	+248
CORRECTIONS	1,399	11,148	13%	+12
CHILDREN & FAMILY SVCS	1,025	2,644	39%	-11



TRANSPORTATION	251	2903	9%	
VETERANS AFFAIRS	191	1,370	14%	
EMPLOYMENT SECURITY	356	1,230	29%	-9
HEALTHCARE & FAMILY SRV	359	2,073	17%	-3

Member Coverson inquired about the number of middle and upper management in state agencies in particular social service agencies.

Carlos Charneco: African Americans within Public Service Administrators code positions account for 18% of the total number of Public Service Administrators. Within Senior Public Service Administrators African Americans account for 17.88% of the total number in this category.

PSA	1 st Calendar Quarter 2015	4 th quarter 2014	Change
African Americans	545	553	-8
Total Workforce	2,981	3,018	-37
% African Americans	18.21%	18.21%	

SPSA	1 st Calendar Quarter 2015	4 th quarter 2014	Change
African Americans	204	238	-34
Total Workforce	1,211	1,331	-120
% African Americans	16.84%	17.88%	

Olney Riley: How does the Council determine which agencies to review?



Member Coverson: We review all agencies including Transportation and State Police when the number of African Americans in the agency is low.

Jeanetta Cardine: Raised the issue of the coding of state positions requiring Spanish speaking skills and that would exclude African Americans from applying for those jobs. She is employed by Central Management Services.

Member Coverson: This issue was raised by another state agency and we generally would ask the agency the rationale for the language requirement.

Member Harris: The Council is looking to partner with the African American Family Commission to reach out to legislators to make them aware of what the Councils are seeing within state agencies.

Kimberly Foy: Human Services continues to have large underutilization within technician jobs for Hispanic and Asians. Mental Health Technicians working with the disabled is the title we have problems with hiring for Asians and Hispanics. There is no actual underutilization for management staff for any of the groups.

Member Coverson: What are your outreach activities?

Kimberly Foy: I am not sure what job fairs were specific targeting African Americans. Human Services outreach to all groups but some focus on Hispanics and Asians.

Member Harris: Has the recruitment been successful for Hispanics and Asians?

Kimberly Foy: Not enough to reduce the areas of underutilization.

Carlos Charneco: The recruitment plan tends to be general with no specific information on targeted groups such as identifying specific Asian or African American targeted communities.

Council agrees the Human Service plan needs to be specific on the targeted group recruitment.

Steve Perkins: Mental Health Technicians title requires applicants to apply directly with CMS. There is written test and physical test followed by oral interview. Testing is done at the mental health facility and the number of candidates to test is limited by the size of the facility.

Member Coverson: Number of African Americans used on interview panels.



Carlos Charneco: According to the Human Services survey the number of African American certified to participate in panel interviews was 178 but only 8 were used among the 1300 interviews conducted as of 6/30/2014.

Member Coverson: This is a concern.

Steve Perkins: I do not have control over who is on the interview panel.

The Council recommends greater participation of African Americans on interview panels.

Kimberly Foy: There is no underutilization of African Americans within the Mental Health Technician title. African Americans are underutilized in Para Professional titles. I can do some research and let the council know more about efforts within the Para Professional titles.

Fernando Chavarria: In Juvenile Justice doing well in African American hiring. Dept. of Corrections has low numbers in Central and Southern Illinois. There are 25 correctional institutions. Our strategy is to work with the local workforce organizations. We have an opening for EO officer at Juvenile Justice. Historically the Department recruits at community colleges. The application must be submitted electronically for Correctional officer trainee and Juvenile Justice Intern.

Member Ford commented the council should look at all the jobs at Corrections and not limit review to Correctional Officers. Member Ford would like to offer his help to Corrections and Juvenile Justice on recruitment.

Member Harris: need to reach out to military minorities for Corrections.

Council member Dunbar and Coverson offer to work with Human Services.

Member Glass agreed to work with Transportation on diversity inclusion.

Erwin Acox: Hiring at Transportation is limited at this time. I will report back at the next meeting on executive staff and engineers.

Member Coverson requested the number of African Americans in executive titles at Transportation.

Member Coverson: The Chairs from the African American, Asian American and Hispanic meet to talk about filling leadership positions in state government.



ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Tom Tyrrell, Director

Janice Glenn: We want to have representations in all government. We have some leadership positions that need to be filled.

Member Ford: The three Councils have a great opportunity to work with the Governor's office. The Governor has an opportunity during this time to show diversity in state government. Recommend not wait until the meetings to be aware of opportunities in government.

Member Harris: Legislators need to be aware of the current workforce especially during appropriation hearings. The three chairs should continue to meet.

Motion to adjourn meeting: Ford second Dunbar. Meeting Adjourned.