



**Minutes from the African American Employment Plan Advisory Council Meeting  
Tuesday October 29th, 2013  
1:00 P.M. – 3:00P.M.**

**At the following public site:  
James R. Thompson Center, Suite 9-036  
CMS, Director's Video Conference Room  
Chicago, IL**

**And  
William G. Stratton Building, Room 500 ½  
CMS, Director's Video Conference Room  
Springfield, IL**

**And  
Teleconference**

Council members in attendance: William N. Burch, Arthur J. Gass, Irene Weathersby, Sharryon Dunbar, Nina Harris, Catherine Lamberg, and Marrice Coverson. Council members absent: Vincent Gaddis, Archie Lawrence, Arlene Coleman, Sidney A Logwood.

Non-council members in attendance: Darryl Harris, Fred Stewart, Carlos R. Charneco, Ashley Lepse.

**Call to Order/Welcome/Roll call/Introductions**

Dr. Lambert, vice chair member and host of this meeting called the meeting to order at 1:15PM and welcomed everyone to the fourth quarterly AFAEP Advisory Council meeting of the calendar year. Carlos R.Charneco completed the roll-call; the Council achieved quorum for this meeting.

**Minutes**

Dr. Lambert requested Council members to review the minutes from the AFAEP Advisory meeting hosted on July 30, 2013, to determine necessary amendments or corrections. It was noted that the spelling of Marrice's name need to be corrected. Nina Harris motioned to approve minutes with necessary corrections. The motion was 2<sup>nd</sup> by member Marrice Coverson. The minutes were unanimously affirmed via voice vote with changes.

**Old Business**

**Third Quarter 2013 AFAEP Workforce Analysis**

Nina Harris called upon Carlos R. Charneco to provide an overview of 3rd quarter workforce stats outlining 2013 AfAEP – Code Agencies employment related activities as it relates to the quantitative number of African Americans gainfully employed within state government as of September 30<sup>th</sup>, 2013.

- States Workforce Figures
- AA in coded positions by agency
- AA in SPSA positions by agency (Senior Level Staff)
- AA in PSA positions by agency (Mid-level Staff)
- Bargaining Unit ratio vs. Non-bargaining Unit at Senior Staff level
- Bargaining Unit ratio vs. Non-bargaining Unit at Mid-level Managerial positions.
- Number of new hires for quarter.
- Number of promotions.
- Gender Analysis.

In summary, The downsizing of state government continues to be the trend with an overall reduction in workforce from 43,800 as of June 30, 2013 to 43,537 as of September 30, 2013 (overall of 263 reduction and overall reduction of African Americans of -29).

- The Department of Human Services had the greatest reduction of staffing among all state agencies (-96 employees including a reduction of African Americans of -29).
- The Department of Corrections reduced staffing by a -93 with a reduction in African Americans of -6.
- The Department of Agriculture increased staff by a +69 including an increase of African Americans of +7.
- Children and Family Services increased staff from by a +5 and increased African Americans a +19.
- The Department of Employment Security reduced staff by -31 with a decrease in African Americans of -6.
- Healthcare and Family Services reduced staff by -31 but gained +1 on African American Staffing.

Despite the decrease in workforce, there did not appear to be a decrease in African-American employees.

## **New Business**

### **AAEP Online Survey**

Last year's survey was distributed and discussed. There was discussion around which questions should be reworded and additional questions that should be included. The Council recommended adding survey questions on internships to determine the number

of African-Americans in internship positions among state agencies. The Council agreed to add an additional question on the number of Rutan interviews conducted and how many African Americans participated on the interview panel. Council all agreed there needs to be more diversity of people conducting the interviews.

#### Review/amend council objectives and goals for next calendar year

The council agreed to table this discussion because the Chairperson was not present.

#### Next set of Agency Roundtable meetings

The council agreed that there is a great need to meeting with HFS, ISP, and ISPMB first. This meeting will be held on December 3<sup>rd</sup> at 1pm. Carlos agreed to follow-up with Cory Foster about ISP discussion.

#### Ethics Training

Carlos reminded the council to complete and return the ethics training documentation.

#### **Adjournment**

Seeing no further business Nina Harris opened the floor for a motion to adjourn the meeting. The motion to adjourn was made by Member Arthur Gass and second by Member Weathersby. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 2:35PM.