



**Minutes from the African American Employment Plan Advisory Council Meeting  
Tuesday December 3th, 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  
320 W. Washington Street,  
Video Conference Room 258  
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.

Non-council members in attendance: Darryl Harris and Ashley Lapse (Governor's Office), Fred Stewart and Carlos R. Charneco (Central Management Services), Rob Sgambelluri and Christy White (State Police), Vivian Tolliver and Mathew Glavin (Financial and Professional Regulations).

Member of the Public: Kevin Fellows.

**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 October 29, 2013, to determine necessary amendments or corrections. There were no necessary amendments. Irene Weathersby motioned to approve minutes as is and the motion was 2<sup>nd</sup> by member William Burch. The minutes were unanimously affirmed via voice vote.

**Old Business**

## **State Police Audit**

Robert Sgambelluri and Christy White from ISP joined the meeting to talk about employment data. Robert shared the ISP audit from CALEA. He shared with the council that the audit found employment recruitment efforts to be good. The ISP has attended job and college fairs. He also explained that 130 officers have signed up to be recruits been hired as Cadets and that 28% of those are African-American. He also shared that the department has surveyed current African-American employees Cadets to determine what attracted them to apply. At that point one of the council members suggested the department that it might be beneficial to survey those who didn't make it through the application process successfully. The members' thought was that there must be some barriers of African-Americans making through the process because the employment data doesn't show an increase. It was concerning to the members that there are only 2 full-time recruits Recruiters and only 28% of part-time recruits. Recruiters are African-American. The number of African-American who successfully made it through the application process was significantly lower than other racial groups. The council wants more explanation for this data. The council found the discussion with ISP to be concerning and would like to invite them back. The council suggested that ISP increase number of full-time recruiters and improve the training for recruiters. The council also recommended that ISP hold some focus groups, work with the diversity enrichment program, and provide mentors to recruits.

A sub-committee was formed to work on this issue. Members volunteered to work more on this issue. They hope to have something before March.

## **New Business**

### **Financial & Professional Regulations**

Representatives from Department of Financial and Professional Regulations spoke to the council. The discussion was short, as the DFPR was not prepared to answer all the council's questions, however they did promise to provide written responses. The council shared concern about the low numbers of African-American employees at DFPR. The council asked the department what they have done as far as recruitment. The department said they will start sending recruiters to job fairs. The conversation concluded with a promise from DFPR to provide the council with more information and answers to their questions.

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

The council went over the objectives for the 2014 calendar year. The changes are as follow:

Strategy 2.2- Present updates to personnel meetings on a quarterly basis.

Strategy 2.5- State Agencies to recruit at colleges and universities with significant African-American population.

Strategy 3.1- Council requested to have a council member present at Personnel meetings.

Strategy 3.2- Updates of participation African Americans in the upward mobility program council changed this objective to 1<sup>st</sup> quarter.

Strategy 4.4- CMS to host meetings with the Governor's Deputy Chiefs of Staffs and agency heads to review progress and updates of the AAEP. Recommended that a council member be in attendance.

Strategy 4.5- Council members will meet with Black Caucus this will now be done in 2<sup>nd</sup> & 4<sup>th</sup> quarter

### Ethics Training

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

### 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 Coverson and second by Member Weathersby. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 3:40PM.