



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, July 12, 2016

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

James R. Thompson Center, Suite 9-036
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: Marrice Coverson, Nina Harris, Harold Rice, Dalitso S. Sulamoyo, William N. Burch, Sharryon Dunbar and Kevin Anthony Ford.

Council members absent: Archie Lawrence, Arlene Coleman and Sidney A. Logwood.

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

Introductions:

Agency representatives: Carlos R. Charneco, Fred Stewart and Barbara McDonald from Central Management Services, Terrence Hill from the Governor's office, John Nelson and Chimaobi Enyia from Revenue, Anna D'Ascenzo from Employment Security, Carlos Ramirez from Transportation and Ngozi Okorafor from Dept. of Human Rights, Fernando Chavarria from Dept. of Corrections.

Approval of Minutes

Motion made by member Harris to accept the February 23, 2016 meeting and second by member Sulamoyo. Voice vote taken minutes are adopted with the majority of l's.



2016 African American Employment workforce update

As of July 1st: there were 45,658 code employees working under the Governor's jurisdiction which includes 9,778 African American Employees accounting for 21.41%. At the end of December 2015 the number of African American code employees was at 9,894. The overall number of code employees has been trending down from 46,872 at the end of December 2015 to 45,658 as of July 1, 2016.

Overall a number of Agencies had lower number of employees. Healthcare and Family Services, Dept. of Corrections and Employment Security had a reduction in the number of African Americans employees. Some agencies had small gains in African American employees including Agriculture, Human Services, and Juvenile Justice.

The number of African American code employee in senior level positions, Senior Public Service Administrators remained the same level at 186.

Overall new hire transaction show that 21-22% of the new hires were African Americans.

Council Member Sulamoyo inquired if agencies plan to fill vacant positions. Carlos noted that depending the agencies budget vacancies will be filled or remained vacant. Agencies such as Revenue, Children and Family Services who have critical needs are likely to fill vacant positions.

a. Transportation – Carlos Ramirez: Slight increase in employment but no significant change in number of African Americans. Total number of employees is 5,009 of which 531 are African Americans (10.6%).

b. Revenue Update:

Low number of minorities applying for downstate jobs but higher number of applicants in Chicago area. Currently there are 197 African Americans working at Revenue (13.21% of the total workforce) out of 1,491 employees. Prior quarter we had 193 African Americans. The hire rate for minorities was 9.6%. Chicago area hire rate was 66% minority. For downstate jobs 10% of the applicant pool are minorities compared to 43% of the applicant pool in Chicago area.

c. Natural Resources: no update

d. Public Safety Agencies: Dept. of Corrections: There is a need for medical Techs for the Menard location. Juvenile Justice collected 16 applications for educators and to date 4 were prequalified by CMS. There has been employment recruitment at St. Paul.

e. Central Management Services: Currently employs 124 African Americans (8.8% of the total workforce).



e. Outreach Events: There has been employment recruitment at St. Paul for Dept. for Revenue jobs. CMS continues to attend job fairs and do workshops in the communities with significant minorities.

Council Member Coverson noted that there are African Americans in Springfield and that we have African Americans willing to locate to Springfield. If Corrections and Juvenile Justice are doing workshops to recruit African Americans the agency should let the council members know of the events.

Member Ford noted that the Council has been made aware of the recruiting initiatives and has assisted in outreach for jobs at Dept. of Revenue and contacted the Chicago Teachers union.

Member Coverson noted that she and member Sulamoyo met with Human Services Deputy Director of Human Resources, the agency EO officer and Debie DiLello. It was noted that not every Rutan interview panels have an African American due to the size of the Agency. DiLello noted that there was a backlog of applications.

There is a concern that applicants fail to complete the state application correctly. We may need to have more workshops on correctly filling out the forms.

Member Ford noted that the CMS counselor does a great job of explaining the correct way to fill out the state application.

Member Sulamoyo noted Human Services were open to working with the Council. Human Services is seeking referrals from the Council for highly qualified candidates. Member Coverson encourages council members to meet with state agencies.

Member Harris noted that the Urban League in Springfield will look to recruit applicants from churches and African American fraternities and sororities. Many of the Urban League clients typically are low income individuals with high school education. We have noted Africans Americans from Chicago are relocating to Springfield, individuals who may have long term unemployment or no employment. Will reach out to our workforce director about referring applicants to state employment.

Discrimination Study: Ngozi Okorafor from Dept. of Human Rights is in the process to compile a report on a discrimination on the request of the Governor office which includes employment and housing discrimination. One aspect includes public employment. The report should be completed later this year.

Training Initiative: Ngozi Okorafor from Dept. of Human Rights noted there is a training initiative for state employees. Kenya Wright and I are working on this initiative. We met with various state agency training managers. Some members from African American, Asian American and Hispanic Employment Plan advisory council participated in one of our meetings and made suggestions for training. It was suggested better training to the



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Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael M. Hoffman, Acting Director

public and employees on the state application process including proposed a video. Provide training on cultural bias in the workplace. Training the promotional process.

Member Ford offered to work with the training work group.

Member Harris noted a need for bias issues during the interview hiring or promotional process in particular supervisors and managers.

Member Coverson suggest members send their training suggestions to Carlos Charneco.

Carlos Charneco encourages to review of the current African American Employment Plan Survey and contact me for suggestions.

Motion to adjourn meeting: Member Harris second Rice Meeting Adjourned.