



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, July 31, 2012

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, Arlene Coleman, Vincent Gaddis, Catherine Lamberg, Archie Lawrence, Sidney Logwood and Irene F. Weathersby.
Council members absent: James Compton, Arthur J. Gass and Nina Harris.

Non-council members in attendance: Senator Mattie Hunter, Representative La Shawn Ford, Wanda Andrews, Revin Fellows, John Tribble, Israel Salazar, Denise Martinez, Chima Enyia, Cory Foster, Darryl Harris, Samreen Khan, Fred Stewart, ISP First Deputy Director Greg Mueller and ISP Chief of Staff Brian Ley.

Call to Order/Welcome/Roll call/Introductions

Dr. Catherine Lamberg, Vice Chair of the AAEP Advisory Council and Cory Foster called the meeting to order at 1:20PM and welcomed everyone to the third quarterly AAEP Advisory Council meeting of the calendar year. Cory Foster completed the roll-call; the Council achieved quorum for this meeting.

Minutes

Arlene Coleman, Chair requested Council members to review the minutes from the second AAEP Advisory meeting hosted on April 24th, 2012, to determine necessary amendments or corrections. Dr. Lamberg indicated she was noted as absent however was present via telephone and Fred Stewart pointed out a necessary amendment to the minutes as well. Dr. Lamberg motioned to approve the April 24th AAEP Council Minutes with the two proposed amendments; the motion was second by Member Weathersby. The minutes were unanimously affirmed via voice vote.

Old Business

Open Meetings Act On-Line Training

Chair Coleman reminded Members of the mandate to complete the **New Training Requirement for 2012**: Pursuant to Section 1.05 (b) of OMA, each elected and appointed member of a public body subject to OMA must successfully complete the electronic training between January 1, 2012, and January 1, 2013. To comply with this requirement and register for the on-line training Members are required to participate through the Attorney General's Office as an OMA PB Member. The following link was provided to members and upon completion of training Members were advised to submit certificates to Cory Foster.

http://foia.ilattorneygeneral.net/electronic_foia_training.aspx

Several Members indicated successful completion of the required OMA training; for the remaining Members, Madam Chair recommended Cory Foster send an email reminder to complete the course by the October Council Meeting to ensure compliance.

Illinois Legislative Black Caucus – Objective 4.5

The AAEP Council recognized Senator Mattie Hunter and State Representatives La Shawn Ford, Chief Sponsors of the enabling legislation of AAEP and Members of the Illinois Legislative Black Caucus in accordance with the **2012 AAEP Action Plan and Objectives** which calls for partnering with the Members of the Illinois State 97th General Assembly to discuss the status of the African American state workforce.

Senator Hunter encouraged the Council to continue the important work of challenging agencies to diversify the State's workforce and indicated these best practices potentially could serve as a National model. The Senator further added if the Council determines any gaps in the implementation of the legislative intent of AAEP Act, the General Assembly would be open to proposing legislative fixes during the spring of 2013. The deadline for submission would be the end of this calendar year.

Representative Ford also encouraged the Council's work to continue and indicated he was pleased to learn that the state was reaching benchmarks set by the Department of Human Rights as it relates to Affirmative Action Goals, however, State Representative, cautioned there's still much work to do. He suggested perhaps the next annual report could include aggregate statistics of the number of African-Americans unemployed throughout the state. He suggested this information could be ascertained through a partnership with IDES. The Representative also recommended the Council study if cultural sensitivity is an issue for employment as it relates to testing and exams administered by various state agencies. Madam Chair affirmed the Council would take these suggestions and recommendations under advisement.

2012 AAEP Survey (On-line) Objective 4.0

Members were advised CMS is still in the process of developing an online data base portal similar to the Disability Hiring Survey; to assess and capture minority hiring plans of State Agencies. The delay is largely due to IT operational needs, subsequently, the target roll-out of this initiative more than likely will not occur as projected. CMS will continue to keep the Council abreast of things and in the interim Council Members will be required to amend & utilize the word document for the 2012 reporting period.

New Business

Illinois State Police – Roundtable

Madam Chair called upon Greg Mueller, FDD and Brian Ley, CoS to the Director of the Illinois State Police (ISP) to discuss the status of their African American Employment Plan. FDD Mueller and CoS Ley provided the Council a brief summary of ISP's workforce; including the number African Americans currently employed and outlined the most recent recruiting events attended by ISP personnel throughout the state.

Additional, highlights included within the general overview: the overall number of employees at ISP as of June 30, 2012 stands at 1,793 employees of which 171 = 9.54% were African Americans. Of the 171 African-American employees 114 are Sworn employees = 66.6%.

ISP indicated based on General Revenue Appropriations for FY2013 the Department has the capacity to hire several Cadet Classes by June 30th, 2013. ISP directed the Council's attention to the role of Illinois State Police Merit Board plays in the selection and recruitment of qualified candidates as a major challenge, impacting the hiring minorities for sworn positions. The Council agreed to partner with the ISP and the ISP Merit Board to strengthen their diversity initiatives to recruit qualified candidates for the upcoming Cadet Classes and Coded positions throughout the agency.

Madam Chair conveyed the Council's strong belief that a diverse workforce in an inclusive environment will improve ISP's organizational performance and result in the state delivering quality services to customers, clients, taxpayers, and other stakeholders.

The Chair thanked ISP for their participation, in accordance with the 2012 AAEP Action Plan and Objective 4.4, which calls for meetings with agency heads & senior leadership of State Agencies to review the tenants of their African American Employment Plans. The Council requested a follow up meeting with ISP and the ISP Merit Board to discuss developing strategies of working with colleges, and universities in addition to Law Enforcement Associations to obtain assistance with recruiting qualified African-Americans for these positions.

African American Workforce Statistics

Cory Foster provided a brief overview of the second quarter workforce stats outlining the 2012 AAEP – Code Agencies employment related activities related to the quantitative number of African Americans gainfully employed within state government as of June 30th, 2012. He highlighted the number of new hires and promotions achieved in addition to:

- 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.
- Gender Analysis.

Adjournment

Seeing no further business Chairwoman Coleman opened the floor for a motion to adjourn the third quarterly AAEP Advisory Council meeting until October 30, 2012. The motion to adjourn was made by Member Lawrence and second by Member Logwood. The motion was carried unanimously by voice vote and the AAEP Advisory Council meeting was adjourned at 3:11PM.