



NOTICE

Asian American Employment Plan Advisory Council

Quarterly Meeting (#1)

Wednesday, March 1, 2022 | 2:00 PM – 4:00 PM

Minutes

- I. Call to Order – Chair Jani
- II. Roll Call

Council Members

Asian American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
	In person – Chicago	In person- Springfield	via WebEx	
Nimish Jani, Chair			X	
Shree Gurusamy			X	
Nasir Jahangir			X	
Kalpesh Joshi			X	
Abin Kuriakose				X
Phimmasorn Lisa Luangsomkham			X	
Grace Chan McKibben				X
Dennis Mondero			X	
Hae D Paul Park			X	

Total: 7 members present, 2 members absent.

Agency Representatives

Asian American Employment Plan Advisory Council Meeting				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Central Management Services	Director Raven DeVaugh			X
	Mark Mahoney			X
	Sarah Kerley			X
	Patricia Santoyo-Marin			X
	Mayra Magaña			X
	Arthur Sutton			X
	Marcial Benitez			X
	Ayesha Patel			X
	Samuel Ajao			X
	IL Department on Aging	Robin Tucker		
Illinois Department of Human Services	Amelia Gavina			X
Illinois Department of Revenue	Julie Love			X
Illinois Department of Transportation	Sannaz Etemadi			X
Illinois State Police	Chief Mary Dowdy			X

Total: 14 CMS and other Agency Employees attended this meeting.

Members of the Public

Asian American Employment Plan Advisory Council Meeting				
Attendance Roster: Members of the Public				
Name	Entity Represented	Present		
		In Person Chicago	In person Springfield	Via Webex

Total: 0 members of the public attended this meeting.

Addie Shrodes from the Office of Equity in the Governor's Office was also present.

III. Chair Updates

- Approval of October 26, 2022 Meeting Minutes
Council member Joshi Motioned to approve the meeting minutes. Council Member Jahangir seconded the motion. All were in favor, the motion passed unanimously.

IV. Leadership Updates

- Introduction of new CMS Acting Director, Raven DeVaughn
CMS Assistant Director, Mark Mahoney shared some of Director DeVaughn previous experience and the knowledge and experience she brings to the New Role. Director DeVaughn expressed that she is looking forward to collaborating with the Council and continuing to intentionally diversifying the workforce of our State.
- Introduction of new CMS Equal Employment/Affirmative Action Officer, Arthur Sutton
CMS Assistant Director, Mark Mahoney Introduced Arthur Sutton and shared some insights about the EEO role. Arthur Expressed shared some of the experience he brings to his role and that he looks forward to being a part of the meetings going forward.

V. CMS Updates

- Fiscal year employment plan reports
Patricia Santoyo-Marin, CMS Deputy Director of D&I, noted in in the Q1 meeting, the final 2023 Asian American Employment Plan Report has been filed with the General Assembly and posted for public access. She also highlighted that starting with the next quarterly meeting, in alignment with the goals from the report, agencies will be invited to the meeting to report on their efforts and allow the council the opportunity to engage, analyze and make recommendations on the efforts and strategies being implemented to increase their Asian American workforce.
A link to the 2023 Asian American Employment Plan Report has been included below.
[2023 Asian American Employment Plan](#)
- CMS Outreach and recruitment –
Diversity & Inclusion Deputy Director, Patricia Santoyo-Marin noted outreach efforts and that event participation will be shared with the council. She highlighted the upcoming CMS Live Conversations “Lunch & earn” Virtual event being planned for May 31· 2023. She also asked the council to please share with the CMS and state agencies any time there are events for Asian American Communities. The state would like to participate where possible to build relationships and increase recruitment efforts within the community.
- Introduction of new dashboard
Marcial benitez of the CMS Data Team gave an overview of the New Interactive Data Dashboard, some of its key sections, and insight to future iterations. This dashboard will be used to provide more real time data about the State of IL workforce at future council meetings. This will provide a real time look into the data focusing on the specific demographics of each council based on the state as a whole as well as by agency. It is a work in progress towards the final goal of it being a reporting system used by key partners.
- State Workforce Diversity Numbers Update
Sarah Kerley, Chief Administrative Officer of CMS shared the workforce numbers as of February 2023. Through the fluctuations of the States work force, the numbers of Asian Americans in the state work for have steadily continued to increase though we still have more work to do increase Asian American representation in the State workforce.
Council Member Mondero requested that the council receive a chart with the workforce data for the last 10 years. He would like to compare to the Census data to see if the increase has matched the change in the data if the last two Census reports to strategize ways the numbers can be increased in the State’s workforce. Sarah Kerley noted that CMS is in the middle of a technological transition, but that BOP will gather this information and share it with the

council once it is compiled.

Diversity & Inclusion Deputy Director, Patricia Santoyo-Marin shared the link to the first Asian American Employment plan which was drafted 10 years ago to provide an initial insight to his request as BOP works on compiling the 10 year snapshot.

- **New recruitment video**
Diversity & Inclusion HR Specialist, Mayra Magaña shared the new recruitment video shared at the meeting, explaining the new and improved application process, can be found on the Illinois Department of Central Management Services YouTube page. A direct link to the video has been shared below. Council members and attendees are welcome to share the video with their communities and networks.
A link to the video has been included below.
https://youtu.be/Egkn_9j56DI

Council Member Mondero inquired as to whether the state has a marketing Budget that would allow them to place ads in ethnic newspapers. Patricia Santoyo-Marin, CMS Deputy Director of D&I, shared that there is a recruitment budget and asked the council to please share their recommendations of spaces where the state can promote its opportunities.

Mark Mahoney, Assistant Director of CMS noted that the Bureau of Personnel is expanding its marketing overall and will be invited to an upcoming meeting to elaborate on their marketing expansion.

- **Coordinator position update**
CMS Assistant Director, Mark Mahoney updated that the Asian American Employment Plan Coordinator (PSA, Opt. 1) position was posted, and the deadline was extended to close on February 28, 2023. Council members were encouraged to share the career opportunity with their networks and communities. He noted that the new coordinator is aimed to be onboarded in April, pending any delays. Patricia noted that there were 39 applicants for the position.

VI. New Business

- **CMS FY23 Goals and council meetings**
Diversity & Inclusion Deputy Director, Patricia Santoyo-Marin shared that starting with the next quarterly meeting, agencies will be invited to the meeting to report on their efforts and allow the council the opportunity to engage, analyze and make recommendations how to meet the goals authored in the annual Employment Plan Report. Patricia encouraged the Council to review the Asian American Employment Plan Report in preparation for the meeting. The agenda will note which agencies will be presenting at the meetings.
- Chair Jani inquired if anyone has issues with the current meeting time and noted that it may be an item for discussion at the next meeting.
- Chair Jani inquired as to whether there would be capacity to attend weekend events for outreach within the community. Patricia Santoyo-Marin, CMS Deputy Director of D&I

noted that this is possible within capacity advising the council to share information as soon as possible in order to plan for coverage. She reminded the council to please share with the CMS and state agencies any time there are events for Asian American Communities. The state would like to participate where possible to build relationships and increase recruitment efforts within the community. Chair Jani noted to the council to please ensure that there will be a significant turnout at events when inviting state agencies to ensure that resources are being used appropriately.

VII. Public Comment

- No public comment.

VIII. Adjournment

- Council Member Dennis Mondero Motioned to Adjourn. Council Member Nasir Jahangir seconded the motion. All were in favor. The meeting was adjourned.