



Minutes

Asian American Employment Plan Advisory Board Meeting:

**April 20, 2016
2:00 P.M. – 4:00 P.M.**

**James R. Thompson Center 100 W. Randolph Suite 9-36 Chicago, IL
And
(Video linked)
William G. Stratton Building, Room 500 ½ Springfield**

I. Call to Order

II. Roll Call

- a. Council Members present: Grace Chan, Josina Morita, Nimish Jani, May Saengpraseuth, and Choua Vue
Not present: Nasir Jahangir Sik Son, and Thomas Chen
- b. Agency Representatives:

Carlos R. Charneco from Central Management Services, Thomas Choi (Comptroller Office), Fernando Chavarria (Dept. of Corrections), Carlos Ramirez (Transportation), Doris Moy (Dept. of Labor), Jerry Post, Dan Ojeda and Ngoan Le, (Dept. of Human Services), Marjorie Moore (Children Family Services), Young Kyong Lee (Healthcare and Family Services), Dennis Jung (Governor's Office), John Nelson (Revenue), Rosalind Cook from Dept. of Agriculture, Ngozi Okorafor (Human Rights).

General Public (none)

- III. Approval of the February 26, 2016 minutes
Motion to accept minutes by Council member Jani
Second by member Grace Chan
Motion carries.

There are three vacancies to fill on the Council. Governor's office in the process to fill vacancies.
Selection of Chair and Vice Chair tabled.

IV. Update on Asian American Workforce

At the end of the quarter ending 3/31/2016 the total number of Asian American in coded position was 1,197 (2.58%). So there was no significant change from the Asian American workforce numbers ending 12/31/15 which was 1,203 (2.56%). There were 888 (code employee) new hire transactions reported for the quarter ending 3/31/16. This included 38 Asian (4.3%). There no change in percentage of middle management Asian American



representation within code positions (3.41%) but a slight increase in code senior public service administrators from 37 at the end of 12/31/15 (3.01%) to 40 as of 4/1/16 (3.22%).

B. Agency updates

Human Services: Jerry Post noted some progress in hiring Asian Americans but have significant underutilization under the occupations falling under technicians.

Dept. of Revenue: John Nelson noted no significant change, Asian represent 3.1% of the Revenue workforce. Revenue conducting outreach including workshops for Revenue Tax Specialist Trainee and Revenue Auditor Trainee titles in the next quarter: Some recruiting focus to Indian American community in Springfield because most of our vacancies are in Springfield. Member Jani offered to works Revenue to provide contacts in Indian community for outreach.

Agriculture: Rosalind Cook noted Agriculture was been consistently doing outreach. Typically seeking candidates for the Meat and Poultry Inspector Trainee.

Carlos Charneco noted that Revenue survey response on the number of Asians participating in panel interviews was zero.

Member Chan recommended the state should provide cultural competency training for interviewers. Should be part of the CMS training.

Children and Family Services: Marjorie Moore noted agency still recruiting for Child Protection and Child Welfare Specialist. Increased outreach in the past two months including Chinese American Service League. The agency will be recruiting at the Asian American Heritage Month celebration event at Daley Plaza and reaching out to Muslim community, Professional Social Work Groups, College Students, may start looking into out of state social work schools.

Carlos noted Illinois Development Housing Authority currently employees' 233 employees including 12 Asians.

Dept. of Corrections: Mr. Chavarria noted his agency is still hiring correctional offers for 25 facilities. Plans are in the works to create a new title to work with incarcerated individuals with mental health issues.



Dept. of Labor; Doris Moy noted needing to fill some IT vacancies.

Carlos Charneco noted that Council member Jahangir has been working with State Police on Outreach: Islamic Center in Naperville on March 18, Start your Career with IL State Police event, Midwest Islamic Center April 15, Additional events on May 13th and 27th, St. Thomas Church in Bellwood, Local organizations in Carol Stream.

Council member Jani offered to identify some school districts that are willing to host state employment workshop.

V. Objectives for 2016

Members asked to review the objectives on the Asian Employment Plan.

VI. New Business

Ngozi Okorafor (Human Rights) announced Discrimination study Findings will be completed September 2016 and presented to Governor's Office. Will be looking for data discussing barriers to employment with Government Preliminary findings were issued January 26, 2016. Carlos will share with the council members.

VII. Old Business

Meeting with Directors

Motion to adjourn: Nimish Jani second Josina Morita
Meeting adjourned.