



NOTICE

Asian American Employment Plan Advisory Council
Quarterly Meeting (#3)
Wednesday, August 23, 2023 | 2:00 PM – 4:00 PM

Minutes

I. Call to Order – Chair Jani

The meeting was called to order at 2:05 PM by 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. Quorum was achieved.

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	Patricia Santoyo-Marin			X
	Mayra Magaña			X
	Hiram White			X
	Kevin Jeong			X
	Arthur Sutton			X
	Aundra Williams			X
Illinois Department of Aging	Robin Tucker			X
Illinois Department of Human Services	Amelia Gavina			X
IL Department of Children & Family Services	Ada Tong			X
Illinois Gaming Board	Dovie Shelby			X
Illinois Department of Financial & Professional regulation	Jim Bryant			X
Illinois Department of Revenue	Phyllis Tate			X
Illinois Department of Transportation	Adam Graham			X
IL Department of Commerce & Economic Opportunity	EEO Deputy Director Angie Skinner			X
Illinois Department of Employment Security	Anna D'Ascenzo			X
Illinois State Police	Mary Dowdy Sherise Gipson			X
Illinois Department of Public Health	Aisha Price Brittany Koonce			X X

Total: 19 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
John Ypil	Himself			X

Total: 1 member of the public attended this meeting.

Governor's Office Attendees:

Alwan, Yosor - Dunn Fellow, Office of Equity – Governor's Office

III. Council Discussion Items

A. Approval of March 1, 2023, Meeting Minutes

- Council member Kalpesh Joshi motioned to approve the meeting minutes.
- Council member Nasir Jahangir seconded the motion.
- All were in favor. The motion carried and meeting minutes were **approved**.

B. Approval of May 17, 2023, Meeting Minutes

- Council member Kalpesh Joshi motioned to approve the meeting minutes.
- Council chairperson Nimish Jani seconded the motion.
- All were in favor. The motion carried and meeting minutes were **approved**.

C. Council chair Nimish Jani shared his excitement and of the pride of the Indian American community over the historic moon landing of India's Chandrayaan-3.

IV. Leadership Updates

A. D&I Support and Transitions

- CMS D&I Deputy Director, Patricia Santoyo-Marin, informed the council of CMS Assistant Director Mark Mahoney's transition to another state agency. CMS D&I is now under the portfolio of CMS Chief Administrative Officer Sarah Kerley.

B. Introduction of new CMS Assistant Director, Aundra Williams

- Deputy Director Santoyo-Marin introduced the new CMS Assistant Director, Aundra Williams, who expressed his enthusiasm for supporting initiatives and committees that advocate for equity and inclusion for minorities. Assistant Director Williams further shared that although he is in Springfield, he is looking forward to being able to support efforts wherever he is needed.
- Chair Jani welcomed Assistant Director Williams on behalf of the council.

C. Introduction of Kevin Jeong, the new Asian American Employment Plan Coordinator

- Deputy Director Santoyo-Marin introduced the new Asian American Employment Plan Coordinator, Kevin Jeong.
- Asian American Employment Plan Coordinator Jeong briefly shared about his background and his excitement at joining the CMS team. He looks forward to supporting the Council.
- Chair Jani welcomed Coordinator Jeong on behalf of the council.

D. Introduction of Hiram White, the new African American Employment Plan Coordinator

- Deputy Director Santoyo-Marin introduced the new African American Employment Plan Coordinator, Hiram White.
- African American Employment Plan Coordinator White briefly shared about his over 25 years of experience with the State of Illinois and his excitement over supporting diversity and inclusivity growth throughout the state.
- Deputy Director Santoyo-Marin reflected on how her team has been working to grow capacity beyond its previous limitations. She expressed her excitement about how a growing team can take action on council recommendations and support the council in all spaces with

in-person representation.

V. CMS Updates

A. CMS Outreach and Recruitment – CMS D&I Deputy Director, Patricia Santoyo-Marin

- **India Day Festival:** Deputy Director Santoyo-Marin thanked Chair Jani for helping to inaugurate the state's participation at India Day Festival—one of the largest cultural events in the Midwest with a reported attendance of over 50,000 guests. CMS and six other state agencies were present as sponsors. The Deputy Director discussed how CMS is seeking to embrace invitations such as this in order to create opportunities for other state agencies to participate. She thanked Chair Jani for facilitating the introductions that made a CMS presence possible.
- **Career Fair:** Deputy Director Santoyo-Marin discussed a new opportunity brought by Council member Gurusamy for CMS and other state agency participation at an October career fair in Naperville. The Deputy Director gave an update on the survey and next steps including date confirmation and logos for marketing. She thanked the council for its support in building connections and creating opportunities to meet with the community. She also thanked those state agencies that have committed to supporting these efforts, despite the challenges associated with a Sunday schedule. Chair Jani also expressed his thanks to those agency members who stayed afterward to continue their support.

B. State Workforce Diversity¹ – CMS D&I Deputy Director, Patricia Santoyo-Marin

- Out of **44,784** total employees:
 - 1,887 receive bilingual pay.
 - 1,903 identify as having a disability.
 - 6,613 are veterans.
 - The average monthly salary for a state employee is \$6,243.
- Asian American breakdown:
 - **1,414** identify as Asian American. This represents **3.2%** of the state workforce.
 - 36 receive bilingual pay.
 - 23 identify as having a disability.
 - 51 are veterans.
 - The average monthly salary for an Asian American employee is \$7,100.
 - Gender representation is on par with the rest of the state acknowledging a slightly higher female representation within the group.

C. CMS Workforce Diversity¹ – CMS D&I Deputy Director, Patricia Santoyo-Marin

- Out of **671** total CMS employees:
 - 6 receive bilingual pay.
 - 30 identify as having a disability.
 - 121 are veterans.
 - The average monthly salary for a state employee is \$7,115.
- Asian American breakdown:
 - **11** identify as Asian American. This represents **1.6%** of the CMS workforce.
 - None receive bilingual pay.
 - None identify as having a disability.

- None are veterans.
- The average monthly salary for an Asian American employee is \$6,569.
- Gender data shows a larger female representation.

VI. Agency Presentations

D&I Deputy Director, Santoyo-Marin, mentioned that they invited agencies to give a brief 3 to 5 minutes overview of what are their efforts and have council to pose questions and recommendations. Council Chair Jani granted D&I Deputy Director, Santoyo-Marin to call on the agencies. Invites for these meetings were sent to the Agency's Chief of Staff and or EEO Officer.

- A. Office of the State Fire Marshall – Agency representative was unavailable but sent a slide deck with the information they were to report on which will be shared via email after the meeting.
- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 145 total employees:
 - 2 receive bilingual pay.
 - 5 identify as having a disability.
 - 21 are veterans.
 - The average monthly salary for a state employee is \$7,399.
 - Over 70% of employees identify as male.
 - Asian American breakdown – This agency has yet to have Asian American representation.
 - New Position – OSFM Diversity Officer
 - OSFM shared several slides detailing the hire of Roberto Lopez for its newly created diversity officer position.
 - The objective of the role is the inform the community about OSFM, build trust, and engage the community to join the fire industry—as well as to distribute fire swag.
 - Lopez led the OSFM's first ever summer kickoff block party in Chinatown.
 - Roberto Lopez can be contacted with any questions at Roberto.C.Lopez@illinois.gov
- B. Department of Juvenile Justice – No representative was present.
- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 718 total employees:
 - 3 receive bilingual pay.
 - 31 identify as having a disability.
 - 61 are veterans.
 - The average monthly salary for a state employee is \$6,848.
 - Asian American breakdown:
 - 9 identify as Asian American.
 - None receive bilingual pay.
 - None identify as having a disability.
 - None are veterans.
 - The average monthly salary for an Asian American employee is \$7,661.

- Gender data shows a larger female representation.

C. Department of Corrections – No representative was present.

- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 11,837 total employees:
 - 20 receive bilingual pay.
 - 334 identify as having a disability.
 - 1,956 are veterans.
 - The average monthly salary for a state employee is \$6,045.
 - Predominantly male.
 - Asian American breakdown:
 - **85** identify as Asian American. This represents **3.2%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - 7 are veterans.
 - The average monthly salary for an Asian American employee is \$6,437.
 - Gender data shows a larger female representation.

D. State Police – Mary Dowdy

- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 905 total employees:
 - 1 receive bilingual pay.
 - 52 identify as having a disability.
 - 127 are veterans.
 - The average monthly salary for a state employee is \$6,806.
 - Asian American breakdown:
 - **20** identify as Asian American. This represents **2.2%** of the workforce.
 - None receive bilingual pay.
 - 1 identify as having a disability.
 - 2 are veterans.
 - The average monthly salary for an Asian American employee is \$6,605.
- Mary Dowdy thanked the council for the opportunity to speak and provided different data that was collected on June 30, 2023, for both code and sworn employees.
 - ISP had 2,802 employees of which 47 (1.68%) identified as Asian American.
 - 1,843 sworn personnel of which 28 (1.52%) identified as Asian American.
 - 959 code personnel of which 19 (1.98%) identified as Asian American.
- Mary Dowdy shared about ISP's 2023 Q4 efforts to recruit a more diversified workforce including more than 107 posts on social media platforms, participation in more than 86 events (82 in person, 4 virtual), and paid media and digital billboards.

E. Department of Transportation – Aisha Price, Section Manager for Recruitment

- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 2,223 total employees:

- 9 receive bilingual pay.
 - 45 identify as having a disability.
 - 1,408 are veterans.
 - The average monthly salary for a state employee is \$6,503.
- Asian American breakdown:
 - **12** identify as Asian American. This represents **0.5%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - 5 are veterans.
 - The average monthly salary for an Asian American employee is \$6,417.
 - Gender data shows a larger female representation.
- Section Manager Price discussed how their recruitment team is already scheduled for 42 recruitment fairs from Illinois to Texas, with one focus being on hiring engineers. They also have about 20 community college visits planned. In total, they have 125 career fairs scheduled for September and October alone.
- Deputy Director Santoyo-Marín further shared about how Section Manager Price and her team has been actively engaged and participating in most of the career fairs and community spaces that CMS has been a part of.

F. Department of Veterans Affairs – No representative was present.

- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marín
 - Out of 1,200 total employees:
 - 2 receive bilingual pay.
 - 38 identify as having a disability.
 - 184 are veterans.
 - The average monthly salary for a state employee is \$5,086.
 - Asian American breakdown:
 - **67** identify as Asian American. This represents **5.6%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - 4 are veterans.
 - The average monthly salary for an Asian American employee is \$5,529.
 - Gender is in parity with the larger community with higher female representation (79.1%) within the department.

G. Department of Military Affairs – No representative was available.

- Agency workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marín
 - Out of 122 total employees:
 - None receive bilingual pay.
 - 9 identify as having a disability.
 - 68 are veterans.
 - The average monthly salary for a state employee is \$4,775.
 - Asian American breakdown:
 - **1** identifies as Asian American. This represents **0.8%** of the workforce.

- The average monthly salary for an Asian American employee shows \$38 which means that there is either a problem with the data or that they may have transitioned out of the role very quickly.
- None are receiving bilingual pay.
- 1 has identified as having a disability.
- 1 is a veteran.

Deputy Director Santoyo-Marin spoke about how other Employment Plan Council have ex officio requirements to ensure that representatives are present. She shared that the two challenges for the Asian American Employment Plan Council are that these are new efforts and are not yet backed by formal legislation. This can be addressed and built upon as the team grows in capacity so that there is better representation in the future.

VII. New Business

- A. Chair Jani reflected on how the past few months have been very festive for the Indian American community and appealed to the other members of the council to invite the council, sister councils and the community at large to many other social gatherings in order to introduce people to CMS. He expressed his desire for the council to take advantage of the growing capacity and budget of the team by reaching out to each other and to Deputy Director Santoyo-Marin.
- B. Council member Gurusamy expressed her concern that there were only 5 or 6 agencies present at the August 13 India Day event. She also asked if it would be possible for a representative from the Department of Human Services to speak to the council about the job postings she had been seeing on social media.
 - Deputy Director Santoyo-Marin discussed the challenges of securing agency representation on Sundays and weekends, and how not every agency equipped with recruiters or outreach teams. She gave an example of how CMS has a single formal recruiter who was hired less and one year ago. Deputy Director Santoyo-Marin talked about how the council can typically expect 5-8 agencies and that calendar conflict with other diversity could have caused calendar conflicts. However, she noted that with the growing capacity, there will be stronger CMS representation to address the council's future recommendations.
- C. Council member Gurusamy asked about the application process and it was shared that the application process is now all online at <https://illinois.jobs2web.com/>
 - Amelia Gavina Recruitment Coordinator for Department of Human Services (DHS) joined the conversation sharing that DHS offers virtual employment presentations council members and community partners can request to schedule a virtual recruitment presentation by emailing her. She shared her email in the chat. (amelia.gavina@illinois.gov) She also noted that DHS has 14 hospitals and is always looking to hire new nurses. She discussed the case worker position which Council member Gurusamy had specific questions about.
- D. Chair Jani allowed Anna D'Ascenzo, the EEO of IDES to share about their goal to recruit Asian American employees in their workforce. They have already shown positive growth moving into 2024 with one new Asian American hire. She appealed to the council for assistance in underutilized positions and locations throughout Illinois. She hopes the council can help raise

awareness and bring people in to help IDES increase diversity and increase utilization, especially in areas where there shouldn't be underutilization. The document used during the presentation will be shared via email after the meeting.

- E. Council member Joshi asked the council to consider scheduling an in-person meeting at least once a year. Deputy Director Santoyo-Marin suggested that an in-person date could be scheduled when the council next meets as they will be voting on the 2024 meeting dates. Council Members Gurusamy, Mondero, and Chan McKibben gave their support.
- F. Ada Tong from DCFS introduced two upcoming events to be shared. The first, the Illinois Asian American State Employees Association Autumn Mixer on September 21 in Springfield. The second, a recruitment effort with DCFS at the Moon Festival in Aurora on September 9. These informational fliers will be shared with the council via email after the conclusion of the meeting.

VIII. Public Comment

- A. No public comment.

IX. Adjournment

- A. Meeting adjourned
 - Chair Jani asked for a motion to adjourn the meeting.
 - Council member Mondero motioned to adjourn the meeting.
 - Council member Joshi seconded the motion.
 - All were in favor. The meeting adjourned at 3:23 PM