



Minutes

Asian American Employment Plan Advisory Board Meeting:

**October 12, 2016
2:00 P.M. – 4:00 P.M.**

**James R. Thompson Center 100 W. Randolph Suite 9-35 Chicago, IL
And
(Video linked)
William G. Stratton Building, Room 500 ½ Springfield**

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

Carlos R. Charneco from Central Management Services, Marjorie Moore (Children Family Services), Ganapathi Ramaswamy from Human Services, John Merrifield of State Police, Fernando Chavarria from Corrections, John Nelson from Revenue, Dennis Jung from Governor's office.

- c. General Public (none)
- III. Approval of the July 20, 2016 minutes
Motion to accept minutes by Council member Jani
Second by member Jahangir Motion carries.
- IV. Selection of Chair and Vice Chair
Josina motion Choua Vue for Chair,
Jahangir motion Nimish Janis for Chair
Choua Vue motion for Nimish Janis for Chair
Council approves Nimish Janis for Chair and Vice Chair Choua Vue
- V. Update on Asian American Workforce

As of Oct 1, 2016 the total number of code employees was 44,995 of which 1,210 were Asian Americans (2.69%) by comparison the total number of code employees at the end of December 2015 was 46,872. Although the overall number of code positions went down the number of Asian Americans in code positions went from 1,203 to 1,210 during the last 9 months.



There were 40 Asian Americans in senior level (Senior Public Service Administrators) in coded positions out of 1,248 (3.2%) as of 10/1/2016. The number for middle management (Public Service Administrators) in coded positions was 99 out of 2,899 (3.41%). Currently there are three Asian Americans heading a state agency, Dept. of Innovative Technology, Public Health and Illinois Emergency Management.

Bilingual staffing speaking one of the Asian languages. Twelve employees at Human Services are bilingual in either Chinese or other Asian language.

The Employment plan survey will be sent to agencies later this fall. Yearly survey: Carlos Charneco noted that the annual Asian American Employment Survey will be launched later this fall. Questions about the composition of interview panels. The council role is to identify barriers to employment for Asian Americans and make recommendation to the Governor. Council should review the survey questions for possible changes.

Council members discussed how to determine the need for more Asian languages speakers and to create more bilingual staff for Asian languages. Council members should arrange to meet with Asian American social service agencies to discuss the need for bilingual staffing at state agencies and local workforce organizations serving significant Asian American populations.

Agency workforce updates

Children and Family Services: Marjorie Moore noted agency two Asians were promoted to Public Service Administrator and that currently there are 62 Asians employed at DCFS. An increase from 52 Asians employed earlier this year.

Dept. of Corrections: Fernando Chavarria employed 65 Asians at end of FY5 and 74 at end of FY16. At Juvenile Justice there was a loss of 2 Asian Americans from FY15 to FY16. Correction will continue to hire Correctional Officer Trainees.

State Police: John Merrifield Number of code employees at State Police is 20 which is less than 2% of the total non-code employees. The number of state troopers has been trending down due to retirement and in ability to have a budget to bring in new cadets. Less than 26 of the troopers are Asian Americans. State Police has been doing more outreach in the Asian Communities.

Dept. of Revenue: John Nelson noted no significant change in Asian represent 3.1% of the Revenue workforce. There are approximately 70 vacancies for Revenue Auditor Trainees mostly in Springfield. In addition looking to fill additional Revenue Tax Specialist Trainees. There is no significant underutilization of Asians at Revenue. Revenue has been recruiting at Illinois universities.



VI. Outreach

CMS will be recruiting at the DES Arlington Hts office since they have a significant number of Asians. CMS recruited at NIU. Members should let CMS know of events you want Diversity Enrichment to participate.

VII. New Business

Carlos Charneco reminded members to complete the yearly Ethics

VIII. Old Business

Discrimination Study: Ngozi Okorafor (Human Rights) announced Discrimination study Findings will be completed November 2016.

Motion to adjourn: Morita second by Vue
Meeting adjourned.