



Minutes

Asian American Employment Plan Advisory Board Meeting:

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

Carlos R. Charneco from Central Management Services, Marjorie Moore (Children Family Services), John Nelson and Chimaobi Enyia (Revenue), Ngozi Okorafor, Allan Abinoja (Public Health), Kenya Jenkins (Guardianship)

General Public (none)

- III. Approval of the April 20, 2016 minutes
Motion to accept minutes by Council member Jani
Second by member Saengpraseuth
Motion carries.

Selection of Chair and Vice Chair tabled.

- IV. Update on Asian American Workforce

As of July 1, 2016 the total number of code employees was 45,658 of which 1,211 were Asian Americans (2.65%) by comparison the total number of code employees at the end of December 2015 was 46,872 down 1,214. Although the overall number of code positions went down the number of Asian Americans in code positions went from 1,203 to 1,211 during the last six months.

There were 44 Asian Americans in senior level positions (Senior Public Service Administrators) in coded positions out of 1,259 (3.49%).



A. Agency updates

Dept. of Revenue: John Nelson noted no significant change in Asian represent 3.1% of the Revenue workforce. Only 2 Asian Americans in Senior Public Service Administrator titles out of 58. 50 openings Revenue Tax Specialist Trainee to fill by end of year. Not enough candidate on the open competitive list. No Asian bilingual positions to be posted for Revenue Tax Specialist Trainee. The Agency uses telephone interpreter service.

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.

Public Health: 7 out of 63 coded Senior Public Service Administrators are Asian Americans. There are a couple vacant positions presently.

Children and Family Services: Marjorie Moore noted agency hired 3 Asians including one child protection specialist.

Still recruiting for Child Protection and Child Welfare Specialist. We have a number of Asian applying but not enough in the open competitive are Asians. Suggested that the agency be allowed random select by group.

Carlos Charneco noted that the Asian American Employment Plan survey compiled how agencies selected individuals from the open competitive list including methods of random selection.

Human Rights: Ngozi Okorafor noted suggestion to do random selection by group would need to hold legal standards.

Council member Jani inquired about the number of student interns that were hired and how many were Asian American.

B. 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.



V. Outreach

Congressman Dold holding a job fair at Korean Culture Center on July 27th. CMS along with other state agencies will be attending.

In April CMS held a state employment workshop at the Elgin library co-hosted by Laotian community organization and earlier this year CMS did an employment workshop at the Korean American Center. Both events are well attended. CMS had recruited at the Dept. of Employment Security office in Arlington Hts which has a good number of Asian American job seeker participation. CMS also attended the Hanover Park job fair hosted by Hanover Park Township and Representative Fred Crespo.

CMS will continue outreach by participating in upcoming job fairs and partner with Dept. of Employment Security to participate with their re-employment workshops in particular CMS will be at their Lawrence office in Chicago which has a significant Asian American job seekers.

Marjorie Moore noted Vietnamese Association will be opening an office in DuPage County in August. She also plans to meet with Asian Human Services. DCFS to hold a workshop on state employment at the Pilsen Library in Chicago near China Town later 7/26/16.

Carlos Charneco noted some agencies have not been participating any job fair such as Healthcare and Family Services or Public Health.

VI. Governor's Strategic Training Initiative:

Kenya Evaluate training initiatives and resources. Meetings with a number of state agencies including CMS, HFS and Human Rights and a subsequent survey sent to state employees. Met with some of the minority employment plan advisory councils including Council members Jani and Morita. Suggested training from members of Asian American Employment Plan Council was "how to get a state job" and that CMS expand the number of workshops. African American Employment Plan Council recommended training on the application process for state employment. Hispanic Employment Plan Council recommended Diversity Training tape CMS workshop on state employment.

Member Saengpraseuth inquired about leadership training.

Marjorie Moore noted Children Family Services created YouTube video on filling out the application. Suggest CMS expand on partnering with video or webinars.

Carlos Charneco noted member Chan and Morita recommendation for cultural competency training for staff who conduct interview.

Member Nasir Jahangir noted Asian community influenced by the experience of Asian Americans who have gone through the lengthy application process and are discouraged to apply.



Member Jani recommend training for council members on the state employment process.

VII. 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.

VIII. Old Business

Discrimination Study

Human Rights in the process of compiling and completing the Discrimination Study.

Motion to adjourn: Nimish Jani second Nasir Jahangir
Meeting adjourned.