



NOTICE

Hispanic Employment Plan Advisory Council

Quarterly Meeting – Via WebEx

Thursday, August 5, 2021 10:00 A.M. – 12 P.M.

Call to Order - Roberto Sanabria, Council Chair called the meeting to order.

Roll Call – Roberto Sanabria, Council Chair

Hispanic Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Council Members	Present			Absent
	In person - Chicago	In person - Springfield	via Webex	
Roberto Sanabria, Chair			X	
Guadalupe Preston, Vice Chair				
Ana Guajardo			X	X
Jose M. Muñoz				X
Patricia Mota			X	
Christian Roldan - Johnson				X
Roberto Sepúlveda				X
Layla Suleiman Gonzalez			X	

Total: 4 Council Members present, 4 were absent, quorum not achieved.

Hispanic Employment Plan Advisory Council					
EX-OFFICIOS					
Ex-Officio Agency	Agency Designee	Present			Absent
		In person Chicago	In person Springfield	Via Webex	
Aging	Selma D’Souza			X	
Children and Family Services	Jose Lopez			X	
Commerce and Economic Opportunity	Diana Alfaro			X	
Corrections	Fernando Chavarria				X



Hispanic Employment Plan Advisory Council					
EX-OFFICIOS					
Ex-Officio Agency	Agency Designee	Present			Absent
		In person Chicago	In person Springfield	Via Webex	
Employment Security	Stanislav Volkhovsky for Anna D'Ascenzo			X	
Healthcare and Family Services	Theresa Eagleson				X
Human Services	Amelia Gavina			X	
Human Rights	Jim Bennett				X
Public Health	Ngozi Ezike				X
Transportation	Sheleda Doss for Omer Osman			X	

6 Ex-Officios were present or represented.

Hispanic Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Central Management Services	Sarah Kerley			X
	Jake Altman			X
	Allison Macfarlane			X
	Barbara McDonald			X
	Julie Langrehr			X
	Valerie Cowen			X
Department of Children and Family Services	Nancy Rodriguez			X
Department of Employment Security	Elizabeth Dias Castillo			X
				X
Department of Financial and Professional Regulation	Temi Bennett			X
DoIT	Vicky Simpson			X
Illinois Department of Human Services	Krista Culberson			X
Illinois Department of Juvenile Justice	Jim Crowley			X



Hispanic Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Illinois Department of Transportation	Carlos Ramirez			X

Total: 6 CMS and 7 other Agency Employees attended the meeting.

Hispanic Employment Plan Advisory Council				
Attendance Roster: Members of the Public				
Name	Entity Represented	Present		
		In Person Chicago	In person Springfield	Via Webex
Carlos Charneco	League of United Latin American Citizens, (LULAC) and IAHSE			X

Total: 1 member of the public attended the meeting.

I. Discussion Items- Roberto Sanabria, Council Chair

Approval of Meeting Minutes.

Quorum was not achieved. Minutes will be tablet and voted on at the October Quarter 4 meeting provided there is a quorum. Chair Sanabria requested to receive the email addresses of all Council Member so he can attempt to contact and confirm attendance for the meetings.

Subcommittee Update on Agency Recognitions Awards

Vice Chair Preston was able to get awards, Company was not able to give the awards for free after all due to financial hardship related to COVID impact. Vice Chair Preston and Chair Sanabria will cover cost this time around but for future will need to figure out how to present awards if Council has no Budget. Roberto would like if Patricia can possibly look into whether the council has a budget.

Meeting and Job Fair in the Community – Patricia Santoyo-Marin – CMS

Meeting in the Community are on pause for cautionary reasons. Once safety concerns are more conducive, the council will revisit scheduling for the meeting to take place in Hispanic/Latinx communities. Patricia updated that a location in Little Village has been secured a for a future meeting and next would be to secure a location in



Humbolt Park and then in other locations like Aurora, Quad Cities etc.. Per recommendations from the council, the idea would be to revamp and expand where the meeting would be followed by a job fair and include invitations to elected official to engage the community as a whole. Chair Sanabria Recommended that Local legislators be invited and that legislation calendars should be consulted so they are available to attend.

Online Application – council members’ experience of completing new the online application

Chair Sanabria attempted to apply for a position to experience the online application process. The position however was a bargaining unit title which requires a CMS100 application, so he was not able to experience the full online process. Sarah explained that the one he attempted to a apply for was still transitioning into the electronic process. Sarah will provide the council some Merit Comp vacancies that go through the online process vacancies so they can go through the online application process to experience the new process.

Chair Sanabria asked if other State websites were reviewed in designing the website. Sarah confirmed that other state websites had been reviewed and compared in designing the Illinois website.

Data

Chair Sanabria asked when the council will start receiving workforce demographic data. Sarah explained that full picture data will be provided going forward once HCM is in full effect. The data currently available through HCM doesn’t give full picture and are still working with the developers to make adjustments for accuracy. The council will get data from old system until new system is updated and can provide the data. The new system will document through that application process. Sarah shared visual samples to and noted that there are some individuals that do not respond. Chair Sanabria asked if have looked backwards to identify those who previously did not identify at application stage? It would be interesting to see what demographic is refraining to self-identify the most or percentage. Sarah was not able to confirm that there is something that ties the two. Can directly connect the proportions of applicants to those hired for those that did identify. Chair Sanabria provided the Federal definition of an “Applicant” indicating that in order to be considered an applicant for a position they must meet the minimum requirement so this should be reviewed in the data. This also alludes to the potential need to review the minimum requirements to see if they are a barrier.

Monthly Statewide Recruitment Discussion Meetings– Patricia Santoyo-Marin - CMS New Structure: Focused Topics with Moderated Panel Discussion With agency specific questions focused on finding solutions. September will be focused on



Effectively Engaging the Hispanic Latinx Community
Council to receive more information about the call and organizations that will be represented.

Sarah introduced new Deputy Director of Personnel CoreyAnne Gulkewicz to the council who shared her excitement to work with the council. She will follow up with Mark and Sarah regarding the data that the council was requesting.

Expanding the Council

Chair Sanabria asked what it would take to expand the council. Patricia is in the process of gathering information from Gov's office point person and will be providing information on the process to the council prior to next meeting. Chair Sanabria asked the Council members and Ex Officios to look for people to recommend for the council so they can apply to be a part of the council and increase membership.

Partnership updates

Patricia shared that CMS has established a partnership with HACE and will be participating in their upcoming event. In addition to that they are building an infrastructure to reach out to colleges and universities, in particular Hispanic serving institutions. There is also an aim to partner with the Illinois Latino Council on Higher Education and establish authentic relationships that would yield a conversation around recruitment. The intent will also be to participate in more cultural celebrations and events and establish ourselves as partners in the community.

CMS hosts a monthly statewide call and has revamped its structure to make the discussions more focused hosting a moderated panel discussion answering agency specific questions focused on finding solutions to challenges they face. The September meeting will be focused on Effectively Engaging the Hispanic Latinx Community. Council members who will participate on the panel will get an email invitation with all the information necessary to access the meeting and participate.

Update On Meeting with DCFS Director

Once Jose Lopez receives the tentative dates from Chair Sanabria, he will be able to schedule the meeting.

Survey Question

Jose Lopez noted that the survey questions were not on the agenda inquired as to the survey questions and whether there was a subcommittee working on them. Chair Sanabria requested that the topic be on the agenda for the next meeting. The questions from the Hispanic Employment Plan Survey and the Bilingual Needs Bilingual Pay survey were requested for review for the next meeting.



Council member Suleiman Gonzalez noted that the raw data that accompanied the reports in previous years was not included with this year's report. The data is necessary for the council's analysis. The raw data from the reports was requested. Patricia agreed to send.

Agency Outreach Updates

There are a number of events that will be taking place in the coming month and DCFS has planned to be a part of them but job fair format and cultural fests. Chair Sanabria recommended participation in the annual Fiesta Boricua that will be taking place in Humboldt Park. He can put people in touch with coordinators. Patricia will reach out about CMS participating

Diana announced that DCEO will be participating in a number of events as part of the Hispanic Heritage Month Celebration and the Back to Business (B2B) grant will be opening up soon so feel free to share with other to be on the lookout. She will send the information to Patricia who will forward to the council.

Carlos Charneco asked the Council for their opinion on the progress of the State's new website and hiring Process. Chair Sanabria stated that the directors need to make more of an effort to hire Latinos in the positions where they have the ability to select the person who fills the role. They should be reaching out to more organizations and look outside their circles to find the candidates. Council Member Suleiman Gonzalez indicated that she has not had the opportunity to review the website but will do so prior to the next meeting in order to provide feedback.

II. New Business

III. Public Comments

IV. Adjournment