



NOTICE

Hispanic Employment Plan Advisory Council

Quarterly Meeting – Via WebEx

Friday, February 18, 2022 | 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 | |
| Ana Guajardo | | | | X |
| Jose M. Muñoz | | | X | |
| Patricia Mota | | | X | |
| Christian Roldan - Johnson | | | X | |
| Roberto Sepúlveda | | | X | |
| Layla Suleiman Gonzalez | | | X | |

Total: 7 Council Members present, 1 was absent, quorum was 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 | | | | | |
| Employment Security | Anna D’Ascenzo | | | X | |
| Healthcare and Family Services | Terri Shawgo | | | X | |
| Human Services | Amelia Gavina | | | X | |
| Human Rights | Martin Duncan | | | X | |



| Hispanic Employment Plan Advisory Council | | | | | |
|---|-----------------|-------------------|-----------------------|-----------|--------|
| EX-OFFICIOS | | | | | |
| Ex-Officio Agency | Agency Designee | Present | | | Absent |
| | | In person Chicago | In person Springfield | Via Webex | |
| Public Health | | | | | |
| Transportation | Omer Osman | | | | X |

7 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 | Patricia Santoyo-Marin | | | X |
| | Mark Mahoney | | | X |
| | Patricia Young | | | X |
| | Jake Altman | | | X |
| | Cathy Kwiatkowski | | | X |
| | Ayesha Patel | | | X |
| | Julie Langrehr | | | X |
| | Mayra Magaña | | | X |
| | Valerie Cowen | | | X |
| Department of Children and Family Services | Nancy Rodriguez | | | X |
| Department of Financial and Professional Regulation | Temi Bennett | | | X |
| DoIT | Vicky Simpson | | | X |
| Illinois Department of Human Services | Krista Culbertson | | | X |
| | Dulce Quintero | | | X |
| Illinois Department of Healthcare and Family Services | Jenny Aguirre Derrick Davis | | | X |
| Illinois Department of Revenue | Julie Love | | | X |
| Illinois State Police | Sherise Gibson | | | X |
| Illinois Department of Transportation | Sheleda Doss | | | X |

Total: 9 CMS and 10 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 IAHSSE | | | X |
| Henry R. Montoya | Association of Latino Professionals For America (ALPFA) | | | X |

Total: 2 members of the public attended the meeting.

Council Discussion Items

Awards Update

Council Chair Roberto Sanabria updated that the company that was to create the plaques for the agency awards went out of business before the plaques were made.

Approval of Meeting Minutes - October 07, 2021

Council Member Jose Muñoz motioned to approve the meeting minutes.
Council Member Patricia Mota Seconded the motion.
All were in favor. The motion carried unanimously

Vice Chair Seat

Council Chair Roberto Sanabria indicated that the Vice Chair seat has been vacant and would like to move forward with filling the seat. Council embers are to send their nominations to Mayra Magaña of CMS who will compile the nominations for the council to vote on at the next quarterly meeting.

Council Membership

Council Chair Roberto Sanabria indicated that it is important to increase the number of members on the council and encouraged attendees to recommend for individuals to apply. He indicated there is a need for more representation from down State. There are currently four vacant seats on the council.
Council Member Patricia Mota inquired about the skill sets the nominee should have. Chair Roberto Sanabria indicated that ideally the individual would be knowledgeable of employment laws and diversity.
Patricia Santoyo-Marin of CMS further clarified that the process is equitable and that the skill sets and insights could have been gained through not traditional venues and civic engagement.
Carlos Charneco Mentioned that Giraldo Rosales from Champaign, had previously



applied, possibly a year or two ago, and recommended that Javier Garibay would be a good candidate and may have already applied. He will reach out to Javier to confirm if he has applied and is still interested.

Council Chair Roberto Sanabria will follow up with Kenny Martin Ocasio whom he recommends should apply.

Mark Mahoney of CMS will check with the Governor's office to see if there are any pending applications.

Updates on meeting with Directors of Agencies

Council Chair Roberto Sanabria indicated that a meeting with the director of DCFS has not been scheduled as of yet. Discussion item will need to be sent to Jose Lopez so he can present them when coordinating the meeting. Council Chair Roberto Sanabria invited council members to let him know via email if they would like to partake in the meeting with the director of DCFS.

Council Member Layla Suleiman Gonzalez stated that it should be ok to meet with the director along with anyone on their team in charge of recruitment and retention of Latino employees that would be appropriate in discussing the talking points presented when meeting with directors. She also indicated that she would like to see the SPSA numbers in the reports to be able to leverage. Mark Mahoney and Jake Altman of CMS clarified that the report does indeed have these numbers. They further clarified the categories that they cover.

Jose Muñoz recommended inviting two agencies to the meetings.

- One well performing agency to highlight and share some best practices.

- One agency in need of improvement to provide recommendations

Ideally the council would like to invite at least four agencies per year.

Council Chair Roberto Sanabria liked the idea and encouraged the attendees to also encourage elected officials that they may have relationships with to also attend the meetings for insight.

Carlos Charneco of IAHSE mentioned that the organization put out a report card on the agencies. Carlos Charneco recommended that Civil Service commission data along with a narrative be included in the reports going forward. Some agencies identified some Discrepancies in the headcount numbers reported in the plan.

Council member Jose Muñoz asked for Carlos Charneco to please send a copy of the report to the council or to him at minimum.

The council decided to invite the Director of IDPH to the next meeting.

CMS will follow up on the initial invite for the council. Council Chair Roberto



Sanabria will send items of discussion for agency invite. One point being on how data from previous years was obtained and has shaped decisions. Another would be inquiring as to the number of staff reporting directly to them and of them the number who are Latino/x.

Jose Lopez of DCFS recommended using the survey questions to identify the information the council needs to make its assessments.

Julie Langrehr of CMS Legal provided a friendly reminder in the chat that when scheduling additional meetings and discussions with Directors, the Open Meetings Act considers any gathering of a majority of a quorum to discuss public business to be a "meeting". All meetings must be open to the public.

Council Bylaws

Council member Jose Muñoz indicated that the subcommittee has not had the opportunity to meet. They should have an update for the next meeting.

CMS Discussion Items

Mark Mahoney of CMS introduced Patricia Young, CMS HR Director who then shared some of her HR background and her enthusiasm to work with the State and the council.

Mark Mahoney of CMS also introduced Cathy Kwiatkowski, Deputy Director of the Illinois Office of Communications and Information (IOCI) who then shared some of her experience revolving diversity and her enthusiasm to work with the State and the council in amplifying the efforts towards diversity.

Jake Altman of CMS provided an update on the State Workforce Diversity Numbers as of February 1, 2022 in comparison to the last two fiscal years. The overall state workforce has dropped slightly and is common just after the beginning of the calendar year due to retirements. Jake also provided some additional clarification on the SPSA/PSA being more of the middle management roles rather than the appointed senior leadership roles.

Patricia Santoyo-Marin of CMS provided an update to the Council Meeting and Job Fair in the Community. The proposed date will be for the Q3 meeting on August 19, 2022.

Council Chair Roberto Sanabria recommended aiming for an in-person meeting for the April Quarter 2 meeting in person in the community pending a COVID Caveat.

Jose Lopez has a connection to Second Federal and will be able to assist with continuing the conversation for possibly having a future meeting there. Council Member Jose Muñoz offered La



Casa Norte as a possible location as well.

The Council identified a scheduling conflict for the Q2 Meeting and voted to move the meeting.
Council Member Christian Roldan - Johnson motioned to move the Q2 meeting to Thursday, April 14, 2022.
Council Chair Roberto Sanabria seconded the motion.
All were in favor. The motion carried unanimously

Patricia Santoyo-Marin of CMS provided an update on the FY2021 Hispanic Latinx Employment Plan Report. Noted deliverables that will be addressed going forward She also that the questions are included the report and can provide the questions of the previous year which were the same questions. Some agencies noted some inaccuracies in the numbers and inquired as to the data time frames used for the data. Patricia and Mark will look into this with the data team to find clarification as to the data source and reporting period and possibly invite the data team to the next quarterly meeting to provide the insight and clarification.

New Business

No new business.

Public Comments

Carlos Charneco of IAHSE announced that Latino Unity Day will be March 16th in Springfield this year. The event will be in person and will have limited number of spots for attendance.

Carlos Charneco of IAHSE added that he thinks an element missing in outreach is the ability to track how much traffic went to them after participating in an outreach event to gauge if they are reaching the right people. He added that the number of applications received along with how many of those were Latino/x would be good information to have in the reports.

Adjournment

Council Member Christian Roldan - Johnson motioned to adjourn the meeting, Council Member Jose Muñoz seconded the motion. All were in favor, the motion carried unanimously.