



Hispanic Employment Plan Advisory Council

Quarterly Meeting – Via WebEx & In person.
Second Federal, Self-Help Credit Union
2523S Pulaski Rd., Chicago, Illinois 60623

Friday, August 19, 2022 | 10:00 A.M. – 12 P.M.

Minutes

I. Call to Order

The meeting was called to order at 10:00 A.M. by CMS Deputy Director, Santoyo-Marin.

II. Roll Call—CMS Human Resource Specialist, Mayra Magaña conducted the roll call.

A. Council Members

Hispanic Employment Plan Advisory Council				
COUNCIL MEMBERS				
Council Members	Present			Absent
	In person - Chicago	In person - Springfield	via Webex	
Muñoz, Jose M., (Chair)				X
Guajardo, Ana			X	
Mota, Patricia			X	
Roldan – Johnson, Christian				X
Rosales, Giraldo			X	
Sepúlveda, Roberto			X	
Gonzalez, Layla Suleiman				X

Total: 4 Council Members present, 3 were absent, quorum was achieved.



B. Agency Ex-Officios, Agency Representatives and CMS Staff

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				
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				
Public Health					
Transportation	Carlos Ramirez				
ATTENDANCE ROSTER: Agency Representatives					
Agency	Representative	Present			
		In person - Chicago	In person - Springfield	via WebEx	
Central Management Services	Anthony Pascente	X		X	
	Patricia Santoyo-Marin	X			
	Mark Mahoney			X	
	Demoya Gordon			X	
	Jake Altman				
	Allison MacFarlane			X	
	Mayra Magaña				
Anthony Lozzi	X		X		
IL Department on Aging	Glenda Corbett Cheryl Barrett				
Children and Family Services	Lourdes Rodriguez			X	
DoIT	Vicky Simpson Jason Barth			X X	
IL Department of Human Services	Krista Culbertson			X	
IDJJ	Jaime Vasquez			X	
IL Department of Revenue	Phyllis Tate			X	



ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
	Johnny Rodriguez	X		
Illinois State Police	Sgt. Sherise Gibson (Participating for Chief Mary Dowdy)	X		
IL Department of Transportation	Sheleda Doss Sherry Pittman for Sannaz Etemadi, Interim Bureau Chief	X		
Corrections	Howard Moore* Check if Ex-Officio Jose Prado	X		X

Total 5 Ex-Officios were present or represented. Total: 8 CMS and 7 other Agency Employees attended the meeting.

C. Members of the Public

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	IL Association of Hispanic State Employees (IAHSE)			X
State Rep. Dagmara Avelar	General Assembly			X
Nancy Rodriguez				X
Josue Barba	IL Association of Hispanic State Employees (IAHSE)			X
Lynette Correa-Velez	Director of Tech Launchpad @ Kennedy-King College			X

Total: 5 members of the public attended the meeting.

**III. Meeting Minutes****A. Review/Approve Minutes from April 12, 2022**

Council members received a copy of the meeting minutes electronically. Motion was made by Council Member Roberto Sepulveda to approve the meeting minutes and second by Council Member Giraldo Rosales. All were in favor. The motion carried unanimously.

IV. Leadership Updates**A. Introduction of Anthony Pascente, CMS Acting Director CMS**

Assistant Director, Mahoney introduced Anthony Pascente, CMS Acting Director – Director Pascente shared previous experience and the goal of improving workforce diversity numbers in the state with the Hispanic and Latinx community. He relayed enthusiasm to work with the council.

B. Introduction of Giraldo Rosales, New Council Member

CMS Deputy Director, Santoyo-Marin introduced new council Member Giraldo Rosales. He comes to the council years of experience advocating for student success at University of Illinois, at Urbana Champaign where he also led EEO efforts at a higher capacity.

C. Additional Application Updates

Assistant Director, Mahoney provided an update on pending applications. Applicants are currently going through the paperwork, and background checks.

D. Update on Hispanic Employment Plan Outreach Coordinator

Position posted and interviews are scheduled for next week. Very outstanding applicant pool and want to thank the council for being engaged in getting the word out on the job posting.

V. Council Discussion Items**A. Recognition of State Employment Career Fair and In-Person Meeting**

CMS Deputy Director, Santoyo-Marin recognized the State Employment Career Fair and In-Person Meeting taking place at Second Federal Savings. Participating state agencies were the following: CMS, DCFS, IEMA, Financial & Professional regulations, Human Services, Revenue, and Corrections. It was the idea of this council to connect with the communities we serve by bringing the employment opportunities into the communities we are servicing, while partnering with local organizations and educational partners. Practiced the template with another council, and all four councils are on board with this idea. Acknowledged partners who supported promoting the event.

B. Council Bylaws – Subcommittee Update

Council members part of the subcommittee not present to report on the bylaws. Discussion item tabled.



VI. CMS Updates

A. Meeting of the four Council Chairs

CMS Deputy Director, Santoyo-Marin shared the purpose of meeting with the four Council chairs and senior leadership at CMS is to identify the common shared denominator. The meeting will take place sometime this fall.

B. State Workforce Diversity Numbers Update

CMS Bureau of Personnel, Altman provided an update on the State Workforce Diversity Numbers as of August 22, 2022, in comparison to the last fiscal year. Overall state workforce has dropped slightly which is common after the beginning of the calendar year due to retirements. Reminded the council of how SPSA/PSA titles work. For exempt positions—numbers expected to fluctuate. Ex-officio Jose Lopez from DCFS inquired about the number of Latinos currently in director's roles. Altman not able to provide direct data on the number of Latinos in director's roles but can work on getting data on the number of Latinos in an assistant directors' role.

C. CMS D&I Fiscal Year 2022 End & Meeting with Agencies

CMS Deputy Director, Santoyo-Marin introduced new D&I HR Specialist Anthony Lozzi (Springfield, IL) Council was reminded of the upcoming role for the Hispanic Employment Plan Coordinator. CMS is working towards securing positions for all councils. Provided budget update: increase from a shared \$25,000 to \$125,000. Currently working through logistical set up of the budget.

BNBP survey update: survey sent to all agencies. No questions removed, now all non-coded entities invited. New report template: Hispanic Serving Institution internship recording added, full list of partners, documentation of outreach efforts required. Vision for new Report: collective goals for all agencies, councils will serve as partners for report out. Members of the council invited to volunteer to build an agenda and a subcommittee which would bring sister agencies to report at council meetings. Council member Ana Guajardo volunteered. Official agency members were also welcomed to volunteer. Ex-officio Jose Lopez from DCFS volunteered.

D. Academic Year D&I Community Partner Internship Cohort

CMS Deputy Director, Santoyo-Marin provided an update on the first diversity and inclusion community partner internship program cohort. Hosted several interns this summer. Looking to host Hispanic Latinx students in the Fall. Deputy Director, Santoyo-Marin reminded the council that the diversity inclusion partner internship program promotes equity for internships. Leverage with community partners to connect students to opportunities. 20 state agencies confirmed they will host a student for either the summer or the academic year with a paid internship.

E. Hispanic Heritage Month

CMS Deputy Director, Santoyo-Marin provided an update regarding new internal and external initiatives taking place. Internal efforts conducted to retain our next Hispanic Latinx workforce through 2 lenses. First—the professional development for colleagues, supervisors, and managers. Second—through inclusion of identity-based services, to see



ourselves cycle social mirroring as a support system for the retention of communities of color. Two platforms for initiatives which includes CMS university, a continuous platform for professional development, and CMS conversations, which is a web-based lunch hour webinar partnering with different organizations. Some may receive an invitation to join us as experts in the field.

VII. New Business

A. New Chairperson

Former chair Roberto has taken on a new opportunity and has stepped down from his leadership role with the council. Council guided in the steps for the election of new Council Chairperson by CMS Legal, MacFarlane. Council Member Ana Guajardo Nominated Council Member Jose Muñoz for Chairperson. No one else was nominated. Motion was made by council member Ana Guajardo Motioned to elect Council Member Muñoz as Council Chair, and second by council member Patricia Mota. All were in favor. None opposed. Discussion of a council vice-chair to take place at the next scheduled meeting.

VIII. Public Comments

- A.** Carlos Charneco from IAHSE inquired on the status of the Commission on Equity and Inclusion. Deputy Director, Santoyo-Marin from CMS stated there has been contact, but no connecting points have been identified.
- B.** Charneco inquired on the number of Hispanic Latinx student interns hired over the summer. Deputy Director, Santoyo-Marin shared no Latinx student applicants were hired for the summer cohort. Outreach efforts conducted—secured future collaboration with HACE.
- C.** Charneco recommended for the council to think in terms of grouping agencies by category.
- D.** Lourdes Rodriguez from DCFS indicated the high need for bilingual workers—multiple Spanish Speaking positions open.
- E.** Terry Shawgo from Department of Health care and Family Services shared current Bilingual recruiter openings.
- F.** Josue Barba member of the Public and IAHSE board member shared HEPAC meetings are exceptional and very well organized.
- G.** Barba recommended for CMS to highlight the bilingual work title option in terms of added pay at monthly personnel recruitment meetings—or provide trainings to agencies.
- H.** Council member Ana Guajardo shared open opportunities at her organization.



ILLINOIS

JB Pritzker, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Anthony Pascente, Acting Director

- I. Magaña from CMS asked council member Ana Guajardo if her organization has an internship component to work with the DEI CMS internship program. Council member Ana Guajardo responded she would inquire.

IX. Adjournment of Meeting

Council lost quorum, meeting was adjourned.