



**Hispanic Employment Plan Advisory Council**

Quarterly Meeting – Via WebEx  
 Friday, September 08, 2023 | 10:00 A.M. – 12 P.M.

**Minutes**

**I. Call to Order**

The meeting was called to order at 10:03 A.M. by Vice-Chair Carlos Charneco.

**II. Roll Call**—CMS D&I Hispanic EPAC Coordinator, Araceli Morales conducted the roll call.

**A. Council Members**

<b>Hispanic Employment Plan Advisory Council</b>				
<b>COUNCIL MEMBERS</b>				
<b>Council Members</b>	<b>Present</b>			<b>Absent</b>
	<b>In person - Chicago</b>	<b>In person – Springfield</b>	<b>via Webex</b>	
Muñoz, Jose M., (Chair)				<b>X</b>
Charneco, Carlos			<b>X</b>	
Guajardo, Ana			<b>X</b>	
Gonzalez, Layla Suleiman			<b>X</b>	
Martín-Ocasio, Kenny			<b>X</b>	
Mota, Patricia				<b>X</b>
Rosales, Giraldo			<b>X</b>	
Sepúlveda, Roberto			<b>X</b>	

**Total: 6 Council Members present, 2 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	Robin Tucker			X	
Children and Family Services	Jose Lopez			X	
	Daniel Fitzgerald				X
Commerce and Economic Opportunity	Diana Alfaro			X	
Corrections					X
Employment Security	Anna D'Ascenzo			X	
Healthcare and Family Services	Terri Shawgo			X	
Human Services	Amelia Gavina			X	
Human Rights	Martin Duncan			X	
Public Health					X
Transportation	Adam Graham			X	
	Aysha Price				
ATTENDANCE ROSTER: Agency Representatives					
Agency	Representative	Present			
		In person - Chicago	In person - Springfield	via WebEx	
Central Management Services	Aundra Williams			X	
	Sarah Kerley			X	
	Patricia Santoyo-Marin			X	
	Patricia Young			X	
	Arthur Sutton			X	
	Araceli Morales			X	
	Kevin Jeong			X	
	Mayra Magaña			X	
	Ramiro Martinez			X	
	Aging	Pamela Martinez Ruiz			X
Financial Regulation	James Bryant			X	
Fire Marshall	Roberto Lopez			X	
	Roger Branson			X	
	Jodi Schrage			X	



Gaming Board	Dovie Shelby			X
Innovation & Technology	Vickie Simpson Jason Barth Hannah Rabideau			X X X
Human Services	Krista Culbertson Angela Parker			X X
Healthcare and Family Services	Jenny Aguirre Derrick Davis			X X
Juvenile Justice	Jaime Vasquez Jim Crowley			X
Revenue	Phyllis Tate			X
Illinois State Police	Sgt. Sherise Gipson			X
Insurance	Melina Tomaras-Collins MaNesha Stiff			X X
Governor's Equity team	Dr. Addie Shrodes Yosor Alwan			X

Total 8 Ex-Officios were present or represented. Total: 9 CMS and 19 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

Total: 0 member of the public attended the meeting.



### III. Meeting Minutes

#### A. **Review/Approve Minutes from June 16, 2023**

Council members received a copy of meeting minutes electronically. Motion made by Council member Giraldo Rosales, to approve meeting minutes and second by Council Member, Kenny Martin-Ocasio. All in favor. No objections. Motion carried unanimously.

### IV. **Old Business**

#### A. **Latino Caucus Meetings | Next Steps**

CMS D&I Hispanic EPAC Coordinator, Morales, addressed Council Chair Jose Muñoz inquiry on next steps for meetings with members of the Latino Caucus, CMS D&I has moved forward with the following: compiled CMS updates for Senator Javier L. Cervantes townhall meeting, contacted the Executive Director from the Illinois Latino Caucus Foundation, Oswaldo Alvarez, to continue the conversation on the CMS D&I internship program, and partnered with Senator Omar Aquino for a CMS State Career Fair & Resource event scheduled during Latinx heritage month.

#### B. **CMS D&I Career Fair with Senator Aquino**

CMS D&I Hispanic EPAC Coordinator, Morales relayed further event details to be provided later in the meeting, but emphasized event solidified due to on-going collaboration efforts with Senator Aquino's team.

#### C. **CMS D&I participation at the Raices conference**

CMS D&I Hispanic EPAC Coordinator, Morales addressed inquiry made by Council Chair Muñoz on CMS D&I involvement at the upcoming conference. CMS Director, Raven DeVaughn, has committed to clear out schedule to attend. Invitation sent to Governor's affairs team. CMS D&I team registered to attend, will host a table, and has reached out to event organizers on availability to provide a CMS state employment workshop.

#### D. **CMS D&I update on conversation with CMS Data team**

CMS D&I Hispanic EPAC Coordinator, Morales did not provide an update on giving council members access to the Dashboard. Agenda item tabled to the next meeting.

#### E. **CMS status on Employee Central Module**

CMS Deputy Director of Personnel, CoreyAnne Gulkewicz, not present at the meeting. Sent written response. CMS D&I Hispanic EPAC Coordinator, Morales shared written response to the council. Not much would be new but hoping to pull data in a more useful manner. Module scheduled to go live early 2024.

#### F. **State agency responses for Public Act 102-1129 Guidance: Modification to Sangamon County preference for hiring (20 ILCS 405/405-413)**

CMS Chief Administrative Officer, Sarah Kerley, responded to inquiry made at the last meeting by Chair Muñoz on the number of positions relocated from one location to another based on guidance sent out to agencies.



Shared efforts to gather data. Agencies relieved on the removal of denial for changing job locations. New staff joined and working on data mechanisms with SharePoint. In addition to a job description, reviews, and approvals—adding fields to best capture when agencies make changes to language options for jobs. Relayed excitement to have tangible data. To provide an update at the next meeting.

Council Vice-Chair, Charneco commented on the tracking of moved positions, and stated council members can ask the question to agencies presenting. What they moved, and what they intend to move. Another thing council members can inquire about is the removing of bilingual requirements on a job posting previously established as a bilingual position. Council Vice-Chair, Charneco expressed removal of bilingual language positions is a bit concerning because the Latino population is not decreasing, so why would we see the removal of bilingual positions. Except in special instances, agencies may have a good reason as to why they would remove a bilingual option from a job. Highlighted the Commission on Equity and Inclusion BEP Outreach Manager position, which no longer carries a bilingual option. Reiterated Hispanic business owners in Illinois, are not expected to decrease. Council Vice-Chair, Charneco estimated there are over 100,000 Hispanic business owners, and invited other council members to join the conversation.

CMS Chief Administrative Officer, Kerley commented positions may be filled with individuals that are successful at a role even if they do not have the language skills. Acknowledged language skills add a meaningful value to the role. Job requirements are about the job and not the person. For example, CMS D&I Diversity & Inclusion, Deputy Director, Patricia Santoyo-Marin. Position does not have a required language option. Predecessors did not have bilingual language skills. Acknowledged CMS D&I Deputy Director, Santoyo-Marin's Spanish language skills bring worlds of value to the organization. Should or when vacancy becomes available, CMS may be able to reconsider.

CMS Chief Administrative Officer, Kerley, shared agencies have been asking for events targeting the Spanish speaking community. Historically struggled to fill Spanish speaking positions. To collaborate with agencies with open bilingual vacancies for Senator Aquino's event.

Council member, Dr. Layla P. Suleiman Gonzalez, inquired on policy for specific decision making when it comes to bilingual language option positions. Asked to share if such policy existed for how a bilingual option gets added or taken away from a position. CMS Chief Administrative Officer, Kerley shared there is no such policy in place. Finalizing a Job aid, and once finalized will send out to CMS D&I Hispanic EPAC Coordinator, Morales to share with the council. Job aid to walk agencies through both items in question. Guidelines to find relevant data for an informed decision on making language options for establishing or clarifying a job to fill.



Bilingual Pay Policy memo issued in 2020, for the consideration of language skills as a factor of pay for non-union staff—more flexibility around pay. Most of the state workforce is covered by a collective bargaining agreement. Bilingual pay is linked to the position, not the person. CMS Chief Administrative Officer, Kerley to provide the council with a copy of the Bilingual Pay memo.

Council member, Dr. Suleiman Gonzalez thanked CMS Chief Administrative Officer, Kerley, and shared had also noticed the removal of the bilingual option to the Commission on Equity and Inclusion BEP Outreach Manager position. Was not aware the position had a bilingual language option in the past. Council member, Dr. Suleiman Gonzalez, once more inquired on policy that guides decision making. Council member, Dr. Suleiman Gonzalez, noted the understanding is that policy development will be forthcoming. CMS Chief Administrative Officer, Kerley shared there is a Job aid that highlights factors agencies should be considering. No current policy found in place that provides oversight or approval of such. CMS does not tell agencies when or how to add or remove bilingual language options to jobs. It is an agency determination.

Council member, Dr. Suleiman Gonzalez, appreciates guidance but shared concern when agencies take a language option away from a job. Struggling for decades on the matter. Does understand there is not a monitoring and approval policy for taking it away, but when the council meets with the Commission to inquire on the reason for the removal of a bilingual option—to know what the agency can point to and what council members can point to determine if it was the right decision.

CMS Chief Administrative Officer, Kerley acknowledged question from Council member, Dr. Suleiman Gonzalez, and commented on arming the Council and the Commission to best address such inquiries with data rather than using names of specific individuals sitting in previous roles. Mentioned placing data fields to run reports and share with the council prior to meeting with state agencies. There is no policy nor baseline on the percentage of bilingual option jobs each agency should have. Council Vice-Chair asked the council to move on as Council member Martín-Ocasio also posted a question on the topic.

Council member, Martín-Ocasio echoed comments made by council member Dr. Suleiman Gonzalez. Expressed gratitude towards CMS Chief Administrative Officer, Kerley, and the work done around the guidelines previously mentioned. To close stated there is not a policy with criteria determining which positions have a need and when do they no longer need this designation. Not only for us to report on, but to understand how an agency determines the necessity or the absence of the necessity on this designation. Stated policy must be created with criteria to understand for when example, Council Vice-Chair questions why posted positions no longer carry this designation. There is currently nothing to indicate the reason why. Must be some clarity.



Council member Martín-Ocasio noted it had nothing to do with the person or pay. Need to understand when a position is created why such designation for the position is added or eliminated. Council member, Dr. Suleiman Gonzalez, shared the comment had nothing to do with the person in the position, but with the need for bilingual access. In this case, it is an Outreach position with the business community and a large segment of the business community is Spanish speaking. For this reason, DCEO conducts trainings both in Spanish and English.

Ex-officio, Diana Alfaro, shared DCEO conducts trainings and outreach in English and Spanish due to the need in the business community. Latin@/e/x and Hispanic business has grown to 124,000 in Illinois. Shared has received many BEP questions in Spanish, so it would be helpful to have an outreach bilingual Spanish speaking person in BEP.

Ex-officio, Jose Lopez, shared consent decree requiring to provide services in Spanish. Need of hires for positions that have not yet posted. Does not mean positions have been eliminated, just not posted. Tracking number of bilingual positions at DCFS. Must not allow for any bilingual positions to be taken out. Council Vice-Chair Charneco stated the Governor's office has established language coordinators at each state agency. Inquired on the role for language coordinators. Item tabled to next meeting.

**G. IDHS recruitment goals data**

At the last meeting, council member Martín-Ocasio inquired on recruitment data from IDHS. IDHS Minority Recruitment Manager, Amelia Galvan, stated agency data presented at the last meeting is the baseline for future recruitment efforts. No further questions received.

**H. Innovation and Technology entry level positions**

DoIT HR Director, Jason Barth, shared upcoming scheduled entry level IT training roles to be released early 2024. Goal is to have a training role as an entry point to the IT field. Class training cohorts both in Chicago and Springfield.

Council Vice-Chair, Charneco and DoIT HR Director, Barth discussed for entry level roles, applicants historically had to relocate to Springfield. Training positions now available in the Chicago area. Council Vice-Chair, Charneco inquired on future projected numbers. DoIT HR Director, Barth shared does not have projected numbers. Strive for 20—maximum capacity for program cohort. Intent is to bring as many as possible. As open roles become available, will notify the council.

**V. New Business**

**A. State workforce diversity numbers**

CMS D&I Deputy Director, Santoyo-Marin, shared state workforce diversity numbers. Numbers presented are from positions that follow the CMS personnel code and agencies report to the Governor's office portfolio.



Numbers presented by state agencies might be a bit different from those noted by CMS. Senior leadership committed to building an in-house system with data not past more than two weeks.

New data segment for new state employees across agencies was shared by CMS D&I Hispanic EPAC Coordinator, Morales. Noted the Hispanic population has higher percentage of new employees coming to the state workforce from previous two years. As of August 31<sup>st</sup>, the percentage of new Latinx employees is 8.27 percent. Still have lots of work to do—committed to council's efforts.

Council Vice-Chair Charneco noted state workforce numbers may not represent all agency positions, i.e., Department of Transportation. Wants to ensure council members take note when meeting with state agencies. Expressed concerned on the low number of Latino veterans working at the state. Council members to keep that in mind when meeting with state agencies.

CMS Chief Administrative Officer, Kerley, shared on the upcoming module although not huge changes—difference will be all (coded and non-coded) positions to be in the same location. Picture of the full workforce. Council Vice-Chair Charneco noted wanted to make sure when council members met with state agencies, the agency shared full workforce numbers from their affirmative action plan—to include all employees.

**B. Presentation of agency efforts towards recruitment goals by the following agencies:**

i. Healthcare and Family Services

CMS D&I Deputy Director, Santoyo-Marín shared agency workforce numbers from coded positions. HFS, Human Resources Director, Terri Shawgo, presented on agency recruitment and retention efforts. Expressed gratitude to Council Vice-Chair Charneco, and CMS D&I team for sharing opportunities to engage.

Recently established new recruitment unit with (3) Spanish speaking positions, and (2) non-Spanish speaking recruiter positions. From 0 to now nearly 50 attended recruitment events. Annual goal is 80 events, and still working to meet goal. Shared increased number of partnerships. Working to develop a mentoring program. Seeking Latino/a leaders for open positions. Asked council members to share resumes of prospective candidates. HFS, Human Resources Director, Shawgo, shared agency full workforce numbers for FY23 and FY24. Noted challenges with filling current vacancies.

Shared agency Hispanic Heritage Month agency initiatives with the council. HFS, EEO officer, Derrick Davis shared with the council 10 percent of the hires are Latino. Moving in the right direction. Council Vice-Chair Charneco asked council member Martín -Ocasio to follow-up individually with HFS. Council member Martín-Ocasio agreed. CMS D&I Hispanic EPAC Coordinator, Morales to follow-up on setting up the meeting.





Council Vice-Chair Charneco inquired on the workforce numbers within the child support division. HFS Human Resources Director, Shawgo provided overall agency numbers (800-850). From that number around 70-71 employees are in the child support division. Council Vice-Chair Charneco inquired on the (3) HR specialist positions.

Inquired if any of the positions were in the Chicago area. HFS Human Resources Director, Shawgo shared none of those positions are in the Chicago area. The agency does not have hiring systems set up in Chicago. Everything is done out of Springfield. Although can do mostly everything remotely, the trainings and teaching of the process would be hard to conduct remotely.

DCEO notified the council they had to jump out of the call but expressed commitment to present at the next meeting. Council to decide if DCEO should be scheduled to present in December. Council member, Ana Guajardo, commented she was looking forward to hearing from DCEO—until the next time. Council Vice-Chair Charneco suggested council member Guajardo to connect with DCEO. No response received. Moved on to the next agency listed to present.

ii. Revenue

CMS D&I Hispanic EPAC Coordinator, Morales shared agency workforce data from coded positions. Revenue, EEO officer, Phyllis Tate presented information provided by the Recruitment Manager. Recruitment and networking opportunities conducted from Revenue from January-June 2023, shared with the council. Council member Martín-Ocasio stated it would help to get the total number of vacancies at the time data was pulled to better understand capacity for recruitment. Revenue EEO Officer, Tate shared does not have numbers of vacancies for the reporting period. To get such data and provide to the council.

Council member Martín-Ocasio shared would be helpful not only to have such data from Department of Revenue, but for all agencies to understand capacity and how to measure against information presented. CMS D&I Hispanic EPAC Coordinator, Morales to share request by the council to agencies presenting.

Revenue shared social media recruitment efforts. In the process of revamping agency website. Attended and participated at multiple live and virtual recruitment events. Partners with members of the Latino Caucus and community organizations to promote job openings. Hired a Hispanic speaking Human Resource specialist to help with Chicago area recruitment. Established and implemented a monthly recruitment webinar. To be open for the public and agencies.

Working to develop a 10-minute recording information session for college professors to share with students. Council Vice-Chair Charneco asked for 1-2 council members to meet individually with Department of Revenue. It was noted that Council member Rosales, and Council member Dr. Suleiman González would meet with Department



of Revenue. CMS D&I Hispanic EPAC Coordinator, Morales, to coordinate meetings after Hispanic Heritage Month.

Council Vice-Chair Charneco inquired on the number of bilingual auditor positions with Department of Revenue. Recommended for agency to inquire with agency staff on why they could not establish bilingual auditor positions. Noted Department of Unemployment recently posted a handful of bilingual auditor positions. Council Vice-Chair Charneco congratulated Department of Unemployment on such effort. The enactment of the language access plan working not only for auditor positions but all upcoming vacancies. Revenue EEO, Tate inquired on who to invite to the separate meeting, and if someone was going to reach out.

CMS D&I will send guidelines for agency presentations. CMS D&I Hispanic EPAC Coordinator, Morales, to reach out to agencies, and set up meetings. Further details to be discussed later on the agenda. CMS Chief Administrative Officer, Kerley shared vacancies rates are hard to calculate. Authorized headcount is really a budgeting tool and does not always serve for a realistic amount of positions an agency is seeking to fill in a year.

CMS D&I Hispanic EPAC Coordinator, Morales pointed out council pending meeting items to cover, remaining time, and inquired to the council on how they wished to proceed. Council Vice-Chair Charneco noted would request a separate meeting with Department of Lottery. Inquired with council members on which agencies they would be able to meet. Council Member, Guajardo, volunteered to meet with Department of Commerce and Economic Opportunity. Council member Martín-Ocasio volunteered to meet with DCFS. Council member Rosales inquired if CMS D&I Coordinator Hispanic EPAC Coordinator, Morales, would set up meetings. Council Vice-Chair stated that was correct. No further comment.

Council member Dr. Suleiman González, inquired on where she was needed, and Council member, Guajardo inquired on meeting talking points. Council Vice-Chair to meet with Council Chair Muñoz to go over some questions and reach out individually with council member Guajardo. To ensure not meeting with more than two council members at the same time to comply with the Open Meetings Act. Council member Dr. Suleiman González volunteered to meet with DCFS. Council member Roberto Sepulveda volunteered to meet with Department of Transportation.

Council Vice-Chair Charneco tabled the other agencies and will determine later decide who can meet with them. Given time constraints going to move on the agenda and apologized to the other state agencies listed to present.

CMS D&I Deputy Director, Santoyo-Marin provided an overview and purpose of council members meeting with state agencies. Purpose is to inquire on the progress of established annual goals and provide recommendations. Council Vice-Chair



Charneco recommended council members to go over the Hispanic Employment Plan report and appendixes prior to meeting with agencies.

## **VI. Leadership Updates by CMS**

### **A. D&I Support and Transitions**

CMS D&I Deputy Director, Santoyo-Marin, shared support, and transitions. Former CMS Assistant Director, Mark Mahoney, transitioned to another agency. CMS D&I continues to be under the Office of the Director, now directly with the support of CMS Chief Administrative Officer, Kerley. Alignment for all things HR. Excited for this opportunity.

### **B. Introduction of new CMS Assistant Director**

CMS D&I Deputy Director, Santoyo-Marin, introduced new CMS Assistant Director, Aundra Williams. CMS D&I is not in his direct portfolio but shared strong passion and commitment towards efforts. Looks forward to working with the council.

### **C. Introduction of new Asian American Employment Plan Coordinator**

CMS D&I Deputy Director, Santoyo-Marin, introduced new CMS D&I Asian American Employment Plan Coordinator, Kevin Jeong. CMS D&I Asian American EPAC Coordinator, Jeong relayed enthusiasm to work with the council, and looks forward to strengthening diversity within the state workforce.

### **D. Introduction of new African American Employment Plan Coordinator**

CMS D&I Deputy Director, Santoyo-Marin, introduced to the council new CMS D&I African American Employment Plan Coordinator, Hiram White, who was not able to join the call. Shared updates on new CMS D&I Native American Employment Coordinator who will be starting in a few weeks, and former CMS D&I intern, Ramiro Martinez, who is now under a Personnel contract for six months.

## **VII. CMS Updates**

### **A. CMS state workforce diversity numbers**

CMS D&I Deputy Director, Santoyo-Marin, shared with council CMS state workforce diversity numbers. Council Vice-Chair Charneco recommended for CMS Human Resources to take a closer look at the number of employed Hispanic Veterans. Inquired with council members if anyone wanted to meet individually with CMS. No response. Moved on to the next agenda item.

### **B. CMS Outreach and Recruitment**

CMS D&I Hispanic EPAC Coordinator, Morales, highlighted CMS Outreach and Recruitment efforts. Moving from a virtual to in-person participation. Shared excitement to connect with prospective applicants. For Latinx representation, CMS D&I strategically participated at events with the highest level of Latinx representation. Fiestas Patronales in



Humboldt Park, and Fiesta del Sol on the South side of Chicago. Shared other upcoming outreach events to be shared later on the agenda.

**C. CMS D&I Internship Program**

CMS D&I Hispanic EPAC Coordinator, Morales shared first year program highlights. Summer 2022, 0 Latinx student representation, and Summer of 2023, the program had 3 Latinx students with all 3 offered extended personnel contracts. Offered only made to Latinx program participants. CMS D&I Deputy Director, Santoyo-Marín noted goal is to continue the work, support, and find ways for them to apply for State Employment opportunities with benefits. CMS D&I Deputy Director, Santoyo-Marín thanked council Member, Dr. Suleiman Gonzalez for recommending one of the program participants. CMS D&I former program interns, CMS D&I Ramiro Martínez, and DoA Pamela Ramírez, shared program experiences. Council Vice-Chair Charneco congratulated former program participants. CMS D&I Deputy Director Santoyo-Marín thanked council Vice-Chair Charneco, for taking time to meet individually with former CMS D&I intern Ramiro and provide further career counseling.

**D. Annual Reports**

CMS D&I Deputy Director, Santoyo-Marín, stated report season is here. To share electronically the timeline for reports. Bilingual survey sent out to all agencies. Responses received, and incorporated council feedback as applicable. Process of putting it together. To send the council sets of recommendations based on common threads across all agencies and invite council members to help create annual goals. To send drafted goals to the council within the next few weeks.

Employment Plan surveys are out. Some changes to the survey—based on council recommendations. Completed a holistic change last year. For data purposes report needs to look the same for at least three years. A change however, based on new state statute now agencies are required to report on every single interview. Conversation with data team to identify and be able to pull data from interviewee and state interviewer. Expect to have a rough draft around the holidays. Unfortunately, to be a quick turnaround but to send proposed goals to the council. Seeking feedback from the council to incorporate on the report.

**VIII. Council Discussion Items**

- A. Council Vice-Chair Charneco guided conversation on council members meeting with state agencies earlier in the meeting. CMS D&I Deputy Director, Santoyo-Marín, to share meeting guidelines with state agencies with CMS D&I Hispanic EPAC Coordinator, Morales. Kind reminder to comply with Open Meeting Act, only to have two council members meeting at a time. Given logistics and capacity including upcoming outreach activities, looking to schedule meetings after Hispanic Heritage month.



Council Vice-Chair Charneco asked for the Department of Transportation and Department of Innovation and Technology to consider doing a joint virtual recruitment. Both agencies have technical jobs—one side engineer and the other IT. To start thinking collaboratively because it makes sense. Recommends EPA, Natural Resources, and Agriculture to meet and consider doing virtual events as they share commonalities in some of their positions. No further comments or questions.

## **IX. New Business**

### **A. Hispanic Heritage Month**

CMS D&I Hispanic EPAC Coordinator, Morales shared upcoming Hispanic Heritage Month events. Extended invitation for sister state agencies to join CMS D&I at events. Seeking to highlight state employment opportunities for the Latinx community around the Springfield area. Job opening application deadlines in the area extended due to the advocacy of CMS Chief Administrative Officer, Kerley. CMS D&I Hispanic EPAC Coordinator, Morales invited the council to send any job openings they want CMS D&I to share at upcoming events. All state openings in the area to be promoted—not only CMS.

Shared upcoming new collaboration partnership meeting with the Mexican Consulate with the council. IAHSE events including annual conference shared and invited anyone interested to contact CMS D&I Hispanic EPAC Coordinator, Morales for further details. In partnership with State Senator Aquino, CMS will bring multiple state agencies and provide presentation on how to apply for State careers as well as provide career counseling on-site for a one-day event at the McCormick YMCA.

### **B. Q4 planification for 2023 council meeting dates/times**

CMS D&I Deputy Director, Santoyo-Marin asked the council to lead a discussion at the next meeting on identifying meeting dates/times for the 2024 calendar year. Council to determine if meetings to be virtual or in-person with locations noted. CMS D&I Hispanic EPAC Coordinator, Morales may bring in some recommendations. Please bring calendars to vote on dates.

## **X. Public Comment**

No public comments.

## **XI. Meeting Adjourned**

Council Vice-Chair Charneco thanked the council, CMS for providing information, and congratulated new CMS D&I Coordinators. Meeting adjourned at 12:05 p.m.