



Hispanic Employment Plan Advisory Council

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

Minutes

I. Call to Order

The meeting was called to order at 10:05 A.M. by Chair Jose Muñoz.

II. Roll Call—CMS D&I Hispanic Employment Plan Coordinator, Araceli Morales 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	
Charneco, Carlos			X	
Guajardo, Ana			X	
Gonzalez, Layla Suleiman			X	
Martín-Ocasio, Kenny			X	
Mota, Patricia				X
Rosales, Giraldo				X
Sepúlveda, Roberto				X

Total: 5 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	Robin Tucker			X	
Children and Family Services	Jose Lopez / Lorena Hernandez			X	
	Daniel Fitzgerald				X
Commerce and Economic Opportunity	Diana Alfaro			X	
	Brandy Evans			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			via WebEx
		In person - Chicago	In person - Springfield		
Central Management Services	Sarah Kerley				X
	Patricia Santoyo-Marin				X
	John Chepulis				X
	Arthur Sutton				X
	Araceli Morales				X
	Kevin Jeong				X
	Ramiro Martinez				X
Corrections	Kelly Firebaugh				X
Gaming Board	Dovie Shelby				X
Innovation & Technology	Vickie Simpson				X
	Jason Barth				X
	Hannah Rabideau				X
	Jason Thoron				X



Human Services	Krista Culbertson German Cutz Gianni Serrano			X X X
Healthcare and Family Services	Jenny Aguirre			X
Juvenile Justice	Jaime Vasquez Jim Crowley			X X
Lottery	Peter Romano			X
Public Health	Lubia Nuñez-Montelongo Samantha J. Helton			X X
Revenue	Phyllis Tate			X
Illinois State Police	Sgt. Sherise Gipson			X
Gov. Equity Office	Atiera Coleman			X

Total 7 Ex-Officios were present or represented. Total: 7 CMS and 18 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
Lourdes Rodriguez	State Employee			X

Total: 1 member of the public attended the meeting.



III. Meeting Minutes

A. Review/Approve Minutes from September 08, 2023

Council members received a copy of meeting minutes electronically. Motion made by Council member Kenny Martín-Ocasio, to approve meeting minutes and second by Council Vice-Chair, Carlos Charneco. All in favor. No objections. Motion carried unanimously.

IV. Old Business

A. CMS D&I update on conversation with CMS Data team

CMS D&I Hispanic Employment Plan Coordinator, Araceli Morales shared overview of in-house dashboard, and previous conversation on the access for council members. Upon roll-out of the dashboard encountered non anticipated issues. Fully committed to continue the conversation on the best way to provide council members access once issues have been resolved.

Council Chair Muñoz inquired if the dashboards are not being used at all, or just not being shared. Also inquired on the timeframe for the dashboard to be up and running. CMS D&I Deputy Director, Patricia Santoyo-Marin responded the system has not been able to pull out data correctly. Currently not using the dashboard but previous systems to pull up workforce data. CMS Chief Administrative Officer, Sarah Kerley has requested for data team to aim to have it ready by February 2024.

Council Chair Muñoz inquired if by then council members would have access to the dashboard. CMS D&I Deputy Director, Santoyo-Marin, noted request is to have system running to at least gather the original data shared with the council. Timeframe for council member dashboard access will be based on the data team. This is one of their goals for FY2024.

**B. Update on tracking data for State agency responses on Public Act 102-1129
Guidance: Modification to Sangamon County preference for hiring (20 ILCS 405/405-13)**

Items b and c on the agenda were presented later in the agenda as CMS Chief Administrative Officer, Kerley, was coming from another meeting.

CMS Chief Administrative Officer, Kerley shared CMS104 (job description) on SharePoint is where agencies can set establishments or clarifications on job descriptions for CMS to review and approve. Change made to the law with the goal of obtaining a diverse equitable applicant pool. Does not go back in time, but moving forward know whether agencies are moving positions from Sangamon County.



CMS Chief Administrative Officer, Kerley shared ability to do outreach in different communities across the state. Have scheduled a meeting with agency heads on December 14th for to elaborate on a universal approach to hybrid work. Ensure agencies are thinking critically about what kind of positions need to be in various locations. With the idea as hybrid work is increased, will be able to reach different communities of job seekers in underrepresented communities. Aim to have better results because people are not having to move or relocate.

Council Chair Muñoz asked if agencies would have a sense of what positions to consider for hybrid positions. CMS Chief Administrative Officer, Kerley, acknowledged question from Council Chair Muñoz and shared in March of 2020, employees were sent home. People have been working hybrid since the pandemic started. Almost four years now. Hybrid is here to stay in the State of Illinois. To set a universal framework on the type of work and functions. Allow for individuals to implement across the board. Rather than a vacancy being advertised as a job opening based in Springfield, can advertise as primarily hybrid. Intend to survey within the next two months and a half. Not an instantaneous effort but will make a meaningful difference. Valuable tool for recruitment efforts. Council Chair Muñoz agreed and suggested CMS should consider including a tab on the website illustrating remote vacancies. CMS Chief Administrative Officer, Kerley acknowledged changes in the workforce and how it may impact the way job seekers search for vacancies. Average of 60 percent of the jobs are some level of hybrid.

CMS Chief Administrative Officer, Kerley asked Council Chair Muñoz if possible, to table the item to the next meeting to best report the tracking of data for State agency responses on Public Act 102-1129 Guidance: Modification to Sangamon County preference for hiring (20 ILCS 405/405-13). Council Chair Muñoz agreed. Item tabled to the next council meeting. Council Chair Muñoz also requested to table the process of hybrid positions not only for the next meeting, but as an ongoing agenda item for the council. CMS Chief Administrative Officer, Kerley agreed to provide any updates at the next meeting. Council Vice-Chair Charneco invited and recommended state agency representatives to share number of moved locations from Sangamon County to another location in the chat. Council Chair Muñoz agreed. No comments or questions noted in the chat. CMS Chief Administrative Officer, Kerley shared would be willing to share gathered data at the next council meeting. Moved on to the next agenda item.

C. Bilingual Pay

CMS Chief Administrative Officer, Kerley shared CMS 104 changes to Bilingual positions. Justification to be noted for the removal of a bilingual option. Out of 280 positions listed on the portal, 8 were modified. 7 out of those 8 positions had a language option included, and only one position had the bilingual language option removed. The one removed was an abolishment of the position due to reorganization. Timeframe of information is from the last council meeting.



- i. **Memo**
CMS Chief Administrative Officer, Kerley shared CMS Memorandum sent out to state agencies. Met with Personnel HR in August and sent reminder in October. Agencies can assess demographic breakdown of regions for the purpose of supporting justification to add additional bilingual positions to better serve residents of the state.

- ii. **Job Aid**
CMS Chief Administrative Officer, Kerley shared job aid with tips for including Language Skills in Job Descriptions for Human Resources staff looking to clarify or add a language option to a position. Noted challenge in the past has been an existing employee in a non-bilingual job with those skills. Ability to work with labor partners to obtain a posting waiver for positions requiring language skills. Provides agencies with necessary tools to work with respective labor partners and make necessary adjustments to existing staff. Links to provide solid data to justify the need for the number or potential number of positions that would require language skills. CMS Chief Administrative Officer, Kerley extended appreciation to CMS D&I Deputy Director, Patricia Santoyo-Marin, for providing resources and compiling them in an easy-to-read format. Sent out to all agencies in December, and resource available on the Personnel Workbench.

Council Vice-Chair Charneco thanked CMS Chief Administrative Officer, Kerley. Stated this is really needed, and some agencies look at caseload rather than potential. Explains the why of such limitation of bilingual staff. Referring to council member Martín-Ocasio's previous comment, this is not only about hiring bilingual staff but rather Hispanics in general. In previous state work experience, out of the 3419 coded position staff, almost half of them were in Bilingual pay status. Noted this is an entry point for many Hispanics to get into state government, because the other hiring process has been very frustrating.

Applauded efforts of putting criteria's together in a uniformed way. Inquired on the contact individual to take responsibility for the review process. Noted Human Resource staff are not the ones who initiate the request. This is usually a manager or supervisor. Expressed concerns on the review and oversight process. CMS Chief Administrative Officer, Kerley referenced remarks made by Council Vice Chair Charneco at Latino Unity Day. The community selecting an office based on bilingual staff rather than nearest location. The community essentially self-selecting based on staff rather than services delivered efficiently and effectively. To discuss the topic at the next statewide personnel and labor call.

CMS Chief Administrative Officer, Kerley noted oversight is a shared responsibility with the agency, HR agency leadership, CMS Personnel, and resources within the CMS D&I team in conjunction with external partners including EPAC members.



- iii. Update on policy request for adding or removing Bilingual options to positions. Resources provided for agencies to make data informed decisions and move the needle. No other questions or comments made. Council Chair Muñoz thanked CMS Chief Administrative, Kerley for providing agencies with resources and moved on to the next agenda item.

D. Role responsibilities for agency L.A.C.

CMS D&I Deputy Director, Santoyo-Marin provided an overview of the role and responsibilities for agency Language Access Coordinator's. Inquiry received from the council at the last meeting on the role for the L.A.C.'s. CMS D&I Hispanic Employment Plan Coordinator, Morales reached out to the Governor's Office, and received copy of the Memorandum that was sent to all agencies. Document shared with the council. GO willing to provide a further detail of the memo, if needed. No questions or comments received from the council. Council Chair Muñoz stated there might be questions from the council once information has been reviewed. To follow-up with any questions via email, or at the next meeting. Moved on to the next agenda item.

E. Number of vacancies and new hires

CMS D&I Hispanic Employment Plan Coordinator, Morales relayed at the last meeting there was a question from council member Martín-Ocasio, on the number of vacancies and hires for the period reported from Department of Revenue. Information provided by the agency and shared with the council. Revenue EEO, Phyllis Tate shared overview of the document provided by the agency HR department. Noted 404 positions with 148 hires reported from January-June 2023. Only two vacancies posted for Bilingual Spanish-speaking individuals.

Council member Martín-Ocasio noted this goes back to the larger issue on seeking to hire Spanish speaking versus Bilingual for any position. Recommended for agencies focus more on the larger spectrum goal. Not only about the Spanish-speaking position but more of a bilingual option for any position. Revenue EEO, Tate stated she was relaying the information as it was conveyed. Only two postings required bilingual skills. Mentioned upcoming meetings in January with CMS D&I Hispanic Employment Plan Coordinator, Morales, and another council member to further discuss agency recruitment goals.

Council Vice Chair Charneco inquired on the percentage of Hispanics from the 148 new hires. Council member Guajardo inquired if new hires were hired for full time employment. Revenue EEO, Tate responded Revenue does not have any part time positions and would presume all hires were full-time. Will look at the affirmative action plan in terms of percentages. Council member Dr. Suleiman Gonzalez inquired on the denominator for evaluation. Two bilingual positions out of how many positions that were client-facing. By stating clients also referring to businesses.



Council Vice-Chair Charneco pointed out that although there were auditor positions posted, none of them were listed as bilingual. Always a concern given the number of Latino business owners in the State of Illinois. Council Chair Muñoz noted the benchmark should not be limited to bilingual positions. Looking for equity across the board. Need to look at what efforts are being made to recruit Latinos into these positions. Inquired if two bilingual positions are sufficient to meet the needs of the constituents in the State of Illinois. Inquired on the number of Latinos in such positions.

Revenue EEO, Tate shared for the year, 52 Latinos hired, which accounts for 4.15% of the total new hires. Expressed concerns on accessibility for obtaining such information, and mentioned upcoming meeting with the agency Chief of Staff to discuss such concerns. Welcomed opportunity to continue to work on this and upcoming meeting with council members in January. Council Chair Muñoz asked Revenue EEO, Tate to provide an update at the next council meeting. Council Vice-Chair inquired if the 4.15% was the total of recent hires. Revenue EEO, Tate shared the 4.15% was from all the hires made. Revenue EEO, Tate stated information came from the Affirmative Action Plan. CMS Chief Administrative Officer, Sarah Kerley recommended bringing most up to date data when presenting to the EPAC. Noted internal movement within positions. If internal group not diverse, much harder to move diversity. To direct efforts more on bringing diversity to the state and ensuring the retention of diverse employees through inclusion efforts.

Council Vice-Chair Charneco mentioned region demographics where jobs will be filled. i.e., the northern part of Illinois with 25 to 30 percent Latino population. Would expect percent of new hires would be above 10 percent. Does understand for positions in central and downstate the demographics are smaller, so would the percentage of new hires would be lower than 10 percent. Recommended for agencies to see it in that way. Notice most vacancies were in the lower part of the state, but to keep that in mind. Council Chair Muñoz inquired if can obtain percentage data by region. CMS Chief Administrative, Kerley stated not sure. Going live with a centralized employee single source data— includes location. Expected to go live February 19th. Not the data scientist but will ask the question.

Council member Guajardo inquired on agency efforts for recruitment. Revenue EEO, Tate shared agency has been hosting recruiting events from July through the first part of December. 30 Hispanic job seekers that registered for events, with 19 outreach activities specifically targeting the Hispanic population. Have things in place to recruit people and make them aware of vacancies. Making sure those positions previously mentioned are Bilingual. Has discussed with HR, and shared concerns. Council member Guajardo noted next Spring would be a good recruitment time to recruit in schools since many students will graduate. Revenue EEO, Tate provided overview of agency college initiatives. No further comments or questions were made.



F. Tabled agencies

CMS Hispanic Employment Plan Coordinator, Morales, shared that during Q3 meeting some presenting agencies were tabled due to time restrictions. Remaining agencies to present will be contacted to set up a meeting late February 2024, due to holiday schedule an annual employment plan reports deadline. Council Chair Muñoz has volunteered to meet with Insurance and Agriculture. Council Vice-Chair has volunteered to meet with EPA, and Natural Resources.

V. State Workforce Diversity Numbers

A. Statewide and CMS workforce diversity numbers

CMS Hispanic Employment Plan Coordinator, Morales shared state workforce diversity numbers. Noted an increase in the overall Hispanic state employee numbers beginning the July quarter and kept moving up through December. Increase noted for all workforce categories. May be in part to outreach and recruitment initiatives conducted over the summer. Council Chair Muñoz noted to be proud of efforts, but still have a long way for equity in terms of Latino state employees.

Council Vice-Chair Charneco inquired on the number of employees retiring at the end of the year. CMS D&I Hispanic Employment Plan Coordinator Morales responded data on the number of retiring employees will not be available until the beginning of 2024. CMS Hispanic Employment Plan Coordinator Morales to provide an update on state workforce diversity numbers at the next council meeting.

CMS D&I Hispanic Employment Plan Coordinator, Morales shared CMS employee headcount. Council Vice-Chair Charneco shared with the council that December is a typical month in which state employees retire. As a result, might be a decrease in the number of Latinx employees statewide. Questioned if the number of Latinos retiring in December, would take us back to the numbers earlier in the year. Council Vice-Chair Charneco hopes the number of Latinos retiring is low. Shared concern as may result in fewer bilingual workers, and less Hispanics working in middle management. Stated is a concern, but also creates an opportunity for state agencies to build up the applicant pool for those upcoming vacant positions. Updated workforce numbers to be shared at the next council meeting.

B. CMS Outreach and Recruitment

CMS D&I Hispanic Employment Plan Coordinator, Morales presented outreach and recruitment activities which included cultural activities in Beardstown, IL. Shared enthusiasm for Latinx Heritage initiatives taken place during her first year on the role. Thanked agencies for support and those who shared local area vacancies. CMS D&I Coordinator, Morales, thanked CMS Chief Administrative Officer, Kerley for providing an extension to the local area bilingual job vacancies for the event in Beardstown, IL.



Provided opportunity to engage with the community and create new partnerships at the following events: Illinois Caucus Foundation Conference, Washington College Latine Heritage Month Celebration, State Senator Aquino's Career Fair, Illinois Hispanic Employee Association Conference, and Partnership meeting with the Mexican Consulate in Chicago. CMS leadership proposed five initial proposals with the Mexican Consulate, which all were accepted. In addition, the Mexican Consulate offered three additional proposals to CMS. CMS D&I Hispanic Employment Plan Coordinator Morales thanked Council Chair Muñoz, council member Dr. Suleiman Gonzalez, DCFS Exofficio Jose Lopez, Department on Aging, and former interns now state employees Ramiro Martinez and Pamela Ruiz for support provided.

CMS D&I along with 15 state agencies participated at the Senator Omar Aquino's event at the McCormick YMCA. State employment workshops, resume review, and career counseling services available to all participants. Average of 40% of event participants signed up for career counseling services and 60% submitted applications to join the state workforce. CMS D&I Hispanic Employment Plan Coordinator Morales shared participant testimonials and thanked participating state agencies and Council Vice-Chair Charneco for their support. Council Chair Muñoz thanked CMS D&I Employment Plan Coordinator Morales for sharing event participant testimonials and commended efforts.

Illinois Hispanic State Employees Association Conference is a professional and development conference for state employees. CMS sponsored for the second year, attended, hosted a table, and participated by leading workshops. CMS D&I Deputy Director, Santoyo-Marin was awarded the IAHSSE's Government Award. CMS D&I Deputy Director, Santoyo-Marin, noted gratitude for the first year of the CMS D&I Hispanic Employment Plan Coordinator role, and commended efforts in building bridge with different community leaders while building guidelines. Council Chair Muñoz congratulated CMS D&I Coordinator Morales on her one-year work anniversary.

- C. Presentation of agency efforts towards recruitment goals by the following agencies:
- i. Juvenile Justice
Juvenile Justice EEO, Jim Crowley, and Juvenile Justice Supervisor, Jaime Vasquez presented agency outreach and recruitment efforts. Juvenile Justice Supervisor, Vasquez, shared is enthused to continue the collaboration with the council on Latino recruitment efforts. Over the year has increased outreach efforts at 100 percent. New HR staff has taken over, and with Juvenil Justice Supervisor, Vasquez supporting at various events. Agency attended 21 events during April-October of the year in various regions. Utilizes social media networks, and partners with colleges. Revisions made to flyers, outreach materials, and website. Agency's affirmative action numbers shared with the council. Council Chair Muñoz asked for clarification on the not underutilized numbers reported. Juvenile Justice EEO, Crowley shared each does a workforce analysis with human rights.



Compares information with the census and how many employees there are for each job category. Shared affirmative action goals for the fiscal year. Council Chair Muñoz recommended for Juvenile Justice to look at it from a different lens. In addition to the steps mentioned start looking at the percentage of Hispanic employees and the overall population the agency is serving. Council member Martín-Ocasio shared had the same inquiry as Council Chair Muñoz. Wants to know what data the agency is using when it comes to the population being serviced, and regional data.

Juvenile Justice EEO, Crowley stated that is how they set goals each year but understands and appreciates the question. Council Vice-Chair Charneco noted the affirmative action reports are based on workforce availability data the comes from the Illinois Department of Employment Security. Provides data to the Department of Human Rights. The Department of Employment Security does estimate workforce population. Aware Latinos tend to be under counted. Stated not a fan of relying only on this formula. Echoed inquires from Council Chair Muñoz, and council member Martín-Ocasio. To look at how many Latinos are in these facilities and consider family members that come to visit. Similar to Department of Corrections.

Council Vice-Chair Charneco acknowledged agency following statute with Human Rights reporting but cautioned to look behind the utilization numbers. Council member Suleiman Gonzalez noted traditionally had issues with the EEO formula for underutilization. Might be something the council wants to take up. Nothing specific to Juvenile Justice, but just the way those numbers are calculated by the Department of Human Rights following EEOC guidance. Juvenile Justice EEO, Crowley noted something helping them is no longer requiring the Bachelor's degree for the Juvenile Justice specialist position. House Bill 2054 past in May. In lieu of degree, all that is required is 2 years of experience providing direct residential care.

Council Chair Muñoz recommended not only for Juvenile Justice but for other agencies to look at the underutilization number as the floor, not the ceiling. To look at how to best serve families and individuals at the facilities. Appreciated agency efforts. Council Chair Muñoz asked for remaining agencies presenting to consider having a brief presentation as the meeting was coming to an end.

ii. Corrections

Corrections Recruitment Manager, Kelly Firebaugh, presented on agency's outreach and recruitment efforts. Agency workforce numbers shared with the council. Expanded recruitment branch from one to three coordinators over the summer. Continue to work with CMS and IDES to expand contacts, and engagement opportunities with targeted demographic. Most facilities located out of the Chicago area. Heavy recruitment efforts in Beardstown, which is a heavy Hispanic population area that has a facility. Council Chair Muñoz inquired on the total agency leadership roles.



Stated 15 Latinx employees reported in leadership roles, but out of many in total. Corrections Recruitment Manager, Firebaugh, relayed the agency Personnel Department would have that number. Council Chair Muñoz requested for this item to be tabled to the next meeting and get the response from the Personnel Department. Agency to provide a response on the number of Latinx employees in leadership roles. Council Vice-Chair Charneco referenced the exempt list posted by CMS which lists all the positions not bounded by the hiring process. There are over 100 positions at will positions at Department of Corrections. Appears only one or two Latinos from the one hundred. Stated this information could be above the paygrade of the department recruiter but can send the message back to the agency upper management. Corrections Recruitment Manager, Firebaugh stated would relay the message from the council. Council Chair Muñoz commended Council Vice-Chair Charneco on observation noted.

iii. State Police

State Police Sargent, Sherise Gipson out of the EEO office representing the agency on behalf of State Police Chief Advisor, Mary Dowdy, who was unable to attend the meeting. Any questions or requests can be sent, to get coordinated later. State Police Sargent Gipson shared agency workforce numbers and commitment to a diverse workforce. Information shared came from recruitment efforts conducted by the agency April-September 2023. During this period, the agency hosted a total of 171 in-person events, 27 military institution events, and 51 community outreach events. Additionally, created 191 social media postings, utilized billboards, and vinyl boards to recruitment efforts. In the process of building a partnership with the Illinois State Police Merit Board in continuing working towards the preemployment requirements. Similar to the initiative by Department of Juvenile Justice on lowering the education requirements. Prior police experience required a bachelor's degree. Now it has dropped to an associate or at least 2 years of college education.

Council Chair Muñoz commended agency efforts on digital recruiting and billboards. Inquired on how such efforts are targeted towards recruitment of the Latinx community. Additional details on where the billboards are located to target the community. State Police Sargent, Gipson noted the question and stated would relay the question. Council Vice-Chair Charneco noted presenting agencies are all dealing with public safety. Suggested agencies to record virtual events and circulate such recordings to the schools. They can circulate the recording to the students, and post on their website. Council Chair Muñoz wants to know if there are any other agencies that are doing paid advertisement for recruitment. If the agency is doing paid advertisement for recruitment, how it is being targeted to the Latinx community. CMS D&I Hispanic Employment Coordinator, Morales noted Council Chair Muñoz request, and shared it is an opportunity for the upcoming agency meetings scheduled in January. No other questions or comments made. Moved on to the next agenda item.



D. Annual Reports

CMS D&I Deputy Director, Santoyo-Marin, shared the team has been attempting to reconnect to the goal and the structure of the EPAC to where all agencies will be coming to debrief efforts towards meeting Latinx representation workforce. Working on annual reports and goals that are incorporating feedback received from the council throughout the year. Annual goals will be shared with the council. Anticipate within the next two weeks for review. Report will be shared with agencies, and they will have to begin working towards those goals.

VI. Council Discussion Items

A. Council member engagement with state agencies

Council member Martín-Ocasio asked to table topic to the next meeting. Took some notes from HFS and would want to have the opportunity to have time to share and will then have met with staff at DCFS. Council Chair Muñoz agreed. Noted by then other council members would have met with other state agencies and would need more time for this part of the agenda. Item tabled to the next meeting.

B. Discussion on the creation of a resource pipeline committee

Council member Dr. Suleiman Gonzalez shared the resource pipeline would not necessarily be a committee, but one of the items that came up out of the discussion with the Mexican Consulate. An idea of creating a pipeline discussion table for the council. Ideas were shared at that meeting, and currently do not have a place for those ideas. The idea is not to have it listed as a subcommittee unless that is the request by the council. Proposal is to start with a taskforce of tentative three to six months to generate some ideas and bring them back to the council.

Council Chair Muñoz recalled the conversation and inquired if Council member Dr. Suleiman Gonzalez would be willing to lead the conversation. Council member Dr. Suleiman Gonzalez agreed. Council member Dr. Suleiman Gonzalez and CMS D&I Hispanic Employment Plan Coordinator, Morales to work on communications to the council in terms of who would want to join the taskforce. Council member Dr. Suleiman Gonzalez also proposed working with CMS D&I Hispanic Employment Coordinator, Morales leading up to Latino Unity Day scheduled April 30th and May 1st in Springfield, IL. To see if there is an opportunity for some recruitment or other benefit to the work of the council.

VII. New Business

A. 2024 Council meeting dates/times

Council Chair Muñoz shared 2024 proposed council meeting dates/times. Council Vice-Chair Charneco motioned to approve the proposed 2024 council meeting dates and times.



Council member Dr. Suleiman Gonzalez second the motion. All in favor. No objections. Motioned carried unanimously.

- B. 2024 All EPAC member training
CMS D&I Hispanic Employment Coordinator, Morales shared an all EPAC member meeting to be scheduled in early 2024. EPAC member training will be for all EPAC members for the four councils at the CMS headquarters. Additional information will be sent out to council members via email.

VIII. Public Comment

No public comments.

IX. Meeting Adjourned

Council Chair Muñoz asked for a motion to adjourn the meeting. Council Vice Chair-Charneco motioned to adjourn the meeting. Council member Martín-Ocasio second the motion. All in favor. None opposed. Meeting adjourned at 12:00 p.m.