



Hispanic Employment Plan Advisory Council Meeting

Minutes

April 22, 2016 1:30 P.M. – 3:30 P.M.

JRTC, 100 W. Randolph Suite 9-036, Chicago, IL

Video Link

Stratton Building (Room 500 ½) Springfield, IL

- I. Member Adrian Soto called the council meeting to order at 1:35pm.
- II. Roll Call:
 - a. Council members in attendance, Jaime Garcia, Adrian Soto, Christian Roldan, Guadalupe Preston, Roberto Sepulveda, Elizabeth Ortiz.
Council members not present: Dolores Tapia, Roberto Sanabria, Gilberto Romero.
 - b. Agency Ex-officio liaisons: Juana Ballesteros (Public Health), Fernando Chavarria, IDOC), Sonia Antolec (Health Care and Family Services) Dan Ojeda (Human Services), Ngozi C. Okorafor (Human Rights), Carlos Ramirez (Transportation).

Absent Ex-officio: Roseanne McNamara (Aging), Hector Villagrana (DHR), Julio Rodriguez (DECO), Anna D’Ascenzo (IDES), Ivan Barajas, , Lourdes Rodriguez, (DCFS),
 - c. Additional Agency represented: Carlos R. Charneco, and Fred Stewart from Central Management Services, Greg Dooley (IDVA), Chimaobi Enyia from Revenue, Marcos Peterson (Governor)
 - d. General Public: none
 - e. Elected Officials: none
- III. Approval of minutes:

Member Soto called for motion to accept January 29, 2016 minutes.
Member Preston motion to accept January minutes, second by Member Roldan. Voice vote taken.
Motion pass.
- IV. Workforce update December to March
The number of code positions decreased from 46,872 at the end of December 2015 to 46,355 at the end of March 2016 (-513). The number of Hispanics employed at the end of March was 2733 which is slightly lower than it was at the end of December 2015 (2,749). The percentage of Hispanic state employees remains about the same at 5.89%. Dept. of Corrections showed an increase in there Hispanic workforce gaining an additional 19 Hispanic employees bringing them to a total of 391 Hispanic employees. Total code employees at Corrections was 11,991.
Transportation had a drop in code Hispanic employees of -22. IDOT employs 132 Hispanics out of 2,834 code employees.



Human Service has nine less Hispanic employees with 1,181 Hispanics employees among the 13,336 code employees.

Bilingual staff at Human Services decreased by 17, DHS employs 820 bilingual Spanish speakers as of the end of March 2016.

The number of Hispanics in senior staff in code positions at the end of end of December was 71. At the end of March we are at 69. There was no change in the number of Hispanics in middle management jobs (public service administrators) with 147 Hispanics.

From January to March there were 888 new hire transactions including 57 Hispanics (6.4%).

Agency Upcoming Outreach:

Workshop at Waukegan Community Lake County College Campus

Workshop at Korean American Community Services

Workshop at Lozano Library in Chicago

Workshop in Bloomington

Bilingual Language Assessment Committee proposed the following recommendations:

Track usage of telephone language lines (volume) and location

Review number of bilingual staff at each facility or contact point.

Number of hits on agency Spanish language web page

Review Census data to measure number of Hispanics by geographic area

Seek Hispanic employee feedback on servicing LEP clients

Feedback from community based organizations

Review number of customer complaints

Instances client brings in own interpreter

Review other data available case management files, preferred language of clients

Measure frequency of document translation

Agencies should define for staff definition of LEP speaker

Review and/or implement cultural competency policy and training for staff

Council member comments:

Member Preston willing to host workshops in Cicero, Little Village, and Garfield area.
Member Garcia to arrange workshop in Elgin.

Agency Updates:

Human Services: Mr. Ojeda noted some individuals have turned down the jobs because are afraid of budget issues and want a stable pay situation. DHS seeking 25 Social Service Career Trainee, Public Aide Eligibility Assistants, Dental Hygienist, summer internships...

IDOC: Mr. Chavarria noted Corrections reached parity in 4 categories but females still underutilized.

Revenue: will be hiring 50 Revenue Auditor Trainee. Conducting outreach via workshops having individuals fill out applications on site and collecting them on sight. Challenges, missing information and individuals not following up and submitting documentation and understanding that there is a backlog. Working with colleges, Latino communities and organizations like ALFA to identify candidates. Requirement for hosting a workshop is that they must have 40 people registered prior to workshop. Insecurity regarding budget and stability of income is a barrier in outreach.

Public Health: Most positions available are in Springfield. Switchboard Operator, Cannabis specialist, Nurses, Bellwood title was a surveillance nurse. Leticia Reyes' position has yet to be filled and it is unknown as to when or whether the position will be filled.

New Business

Discrimination Study to be conducted by Human Rights at the request of the Governor's office this will include a number of areas including Public Housing, Private and Public Employment and Education.

Council members can provide feedback on what are the barriers that keep Hispanics from being hired in public employment.

Old Business

Pending letter of recommendation to the Governor from the Council. Council to identifying 2 to 3 suggestions for the Governor's office. Member Roldan volunteered to review and edit draft. Council members to send comments to member Roldan by May 13th. Member Roldan will include some of the recommendations for tracking bilingual needs in the letter.

Council Members suggestions:

Make recommendation of a benchmark of what the agency should achieve.

Member Soto suggested an objective number should be set.

Recommendation that 10% be the target.



ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael H. Hoffman, Acting Director

Recommendation that the % should be reflect the population being served.

There may be a concern regarding a set number for the whole state, recommended that the number proposed be researched. Discuss with agencies and what would be feasible as far as goals. Look to Human Rights numbers regarding utilization rates, utilizing them as an “at least” number. Number should be relative to representation Geographic’s also affects numbers as well.

If needed a conference call will be set up to discuss further.

Motion to adjourn the meeting by Garcia, Second by Roldan. Motion carried.

Meeting Adjourned