



Minutes from the Hispanic Employment Plan Advisory Council Meeting

April 25, 2014

1:00 P.M. – 3:00P.M.

At the following public site:

**James R. Thompson Center, Governor's Conference room 16th floor, Chicago, IL
And
Capitol, 205 State House, Springfield, IL**

Council members in attendance: Romero, Gilberto, Sanabria, Roberto, Garcia, Jaime, Sanchez, Diana, Tapia, Dolores, Soto, Adrian, Ortiz, Elizabeth, Muniz, Raymond, Roldan Santos, Christian, Preston, Guadalupe.

Agency Liaison in attendance: Anna D'Ascenzo, (DHS), Rosemary Garcia, (IDPA) Peter Vina, (HFS), Lourdes Rodriguez, (DCFS), Caroline Alamillo, (IDES), Paul Orama, (DCEO).

Non-council members in attendance: from the Carlos R. Charneco, Wendy Butler, and Fred Stewart from Central Management Services, Darryl Harris, Theresa Reyes and Amalia Rioja from Governor's Office, Richard Tapia from IL Board of Higher Education, Jose Lopez from IAHSE, Layla Suleiman, Deborah Lopez and Veronica Reyes from (ILFC), Theresa Mah (Governor's Office and member of Asian American Council), Mireya Hurtado, (DPFR), Jose Munoz, David Gomez (DOC).

Call to Order/Welcome/Roll call/Introductions

Meeting to order at 1:10 PM Carlos R. Charneco completed the roll-call; the Council achieved quorum for this meeting. All Council members introduced themselves along with Agency Liaison and other attendees.

Welcoming remarks from Carlos R. Charneco on behalf of Acting Director McNeil.

Welcoming remarks from Theresa Reyes, Director of New Americans.

Welcoming remarks from the Amalia Rioja, Governor Deputy Chief of Staff.

Carlos Charneco requested council members to select a Chair and Co-chair for the council. Gilberto Romero volunteered to Chair the Committee. Council member Soto motion to accept members Romero and second by member Ortiz. All council members were in agreement. Motioned carried.

Roberto Sanabria agreed to Co-Chair. Member Sanchez motion to accept member Sanabria Co-Chair. Second by member Romero. All council members were in agreement. Motioned carried.

2014 Bilingual Needs/Pay Survey due January 1, 2015 to general assembly. Copy of the 2014 survey provided to Council members. Gilbert Romero agreed to chair a subcommittee to review and recommend changes to the survey. Council members Preston, Sanabria, Sanchez agreed to serve on the subcommittee. Agency liaisons members Vina, Rodriguez and Rosemary Garcia volunteered to help the committee.

Hispanic State Workforce Numbers (as of 3/31/14)

Council members were provided with workforce numbers including number of total Hispanics, number of Hispanics receiving bilingual pay, number of Hispanics in middle and senior management positions within each agency.

Hispanics accounted for 5.21% of the total number of coded employees. Department of Human Services has the largest number of Hispanic state employees. Hispanics at DS account for 7.54% of the workforce. The Dept. of Corrections employs the highest number of coded employee and the second highest number of Hispanic which account for 2.61% of the agency workforce. The Dept. of Employment Security employs the third highest number of Hispanic employees which account for 15.45% of their workforce. Children and Family Services employ the fourth largest number of coded Hispanic state employees. The number of Hispanic state employees are significantly lower for Dept. of Revenue, Natural Resources, Central Management Services, Veterans Affairs and Public Health which have over 1000 employees within each of these agencies.

Hispanic Bilingual option workforce (as of 3/31/14)

There are 1,233 employees who are paid to bilingual pay (Spanish). Accounting for 2.70% of the total workforce (coded). Human Services employs the highest number of Spanish bilingual speakers (644) which account for 5.47% of their total workforce. Dept. of Children and Family Services has 158 Spanish bilingual employees (5.91% of DCFS workforce). The Dept. of Employment Security employs 136 Spanish bilingual staff (10.05% of the agency workforce). The Dept. of Healthcare and Family Services employs 109 bilingual staff comprising of 10.05% of their workforce.

Hispanic workforce in middle and upper management

Hispanics in middle management positions accounted for 4.30% of the total number of middle management jobs. For senior management positions Hispanics accounted for 6.48%.

Agency Discussions

The Department of Natural Resources, State Police and Gaming Board placed on notice by Human Rights for not reducing underutilizations within targeted affirmative action groups. They were referred to CMS for training. The three agencies will be submitting recruitment plans based on recommendation from CMS.

The Department of Human Services has been significantly hiring workers. Most of the hires have been for Social Service Career Trainee.

Dept. of Employment Security has been closing offices and services are offered through online application system. The Illinois Migrant Council has raised concerns that DES needs to hire more Spanish bilingual outreach workers to assist migrant and seasonal farm workers.

Council members Tapia, Sanabria, Garcia and Sanchez volunteered to review DCFS recruitment plan and make recommendations.

Adjournment

Seeing no further business Chair Romero opened the floor for a motion to adjourn the meeting. The motion to adjourn was made by Member Tapia and second by Member Sanabria. The motion was carried unanimously by voice vote and the HEP Advisory Council meeting was adjourned at 3:00PM.