



Hispanic Employment Plan Advisory Council Meeting

Minutes

July 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 Roberto Sanabria called the council meeting to order at 1:40pm.
- II. Roll Call:
 - a. Council members in attendance, Guadalupe Preston, Gilberto Romero, Roberto Sepulveda, Adrian Soto.
Council members not present: Dolores Tapia, Roberto Sanabria, Jaime Garcia, Elizabeth Ortiz, Christian Roldan.
 - b. Agency Ex-officio liaisons: Juana Ballesteros (Public Health), Sonia Antolec (Health Care and Family Services), Anna D'Ascenzo (IDES), Fernando Chavarria, (IDOC), Ngozi C. Okorafor (Human Rights), Carlos Ramirez (Transportation), Jose L Lopez (DCFS), Dan Ojeda (Human Services), Greg Dooley (IDVA).

Absent Ex-officio: Roseanne McNamara (Aging), Julio Rodriguez (DECO),
 - c. Additional Agency represented: Carlos R. Charneco, and Fred Stewart from Central Management Services, Greg Dooley (IDVA), John Nelson and Chimaobi Enyia from Revenue, Kenya Jenkins Wright (Guardianship Advocacy).
 - d. General Public: None
 - e. Elected Officials: State Senator Omar Aquino.
- III. Opening Remarks from the Chair Romero: Effective the end of this meeting I will be resigning from the Council since I have relocated out of state. The number of Hispanic state employee in senior level positions continues to be a concern of this council. The council should connect with agency Directors to encourage hiring of Hispanics in senior level positions.
- IV. Member Sanabria called for motion to accept April 2016 minutes Member Romero motion to accept Second by Member Sepulveda. Voice vote taken. Motion pass.
- V. Workforce update
The number of code positions decreased from 46,872 at the end of December 2015 to 45,658 at the end of June 2016 (-1214). The number of Hispanics employed at the end of June was 2707 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 5.92%.

Bilingual staff at the end of June 30, 2016 was 1,349 down -32 from end of December 2015.



The number of Hispanics in senior staff in code positions at the end of end of December was 71. At the end of June we are at 68. There was little change in the number of Hispanics in middle management jobs (public service administrators) with 144 Hispanics.

There were 8,295 veterans code employees as of the end of June including 341 Hispanic veterans which was an increase from the 327 at the end of December.

Member Sanabria inquired about the number of exempt employees and how many are Hispanic.

DCFS had an increase in Hispanics from 209 at the end of December to 220 at end of June. Corrections also had a slight increase in Hispanics.

There was a reduction in Hispanic workforce at IDOT from 150 end of December to 94 at the end of June 2016.

Member Sanabria inquired about the exit survey from IDOT employees and if IDOT can review the exit surveys.

Agency Updates:

IDOT Update (Carlos Ramirez): 20% of the exit survey are returned, and few have reasons why they left. Last quarter there were 9 Hispanic new hires out of 64. There were a loss of 2 Hispanic senior staff.

IDOC (Chavarria) DOC is creating a new positions called Correctional Treatment Officer.

IDVA (Greg Dooley) most of the Hispanic underutilization for our agency is at our veteran home in Mateno. No new Hispanics hired under officials/administrators.

Revenue: Outreach done in Beardstown and in St. Claire. Revenue posted a couple of bilingual positions for Revenue Tax Specialist Trainee but only one candidate on the list. Still recruiting in Chicago area. Revenue expect to hire 40 Revenue Auditor Trainee for Chicago and Springfield. Less than 3% of the Revenue workforce are Hispanic.

Human Services (Dan Ojeda): The agency continues to hire social services career trainees, Rehabilitation instructors and teachers. Office of Latino Affairs still vacant. There are greater number of applicants not interested in our jobs. We invite applicants for the interview but many decline to interview so we are increasing the number interview invitations. Currently we have 75 interns that are working that will be converted to fulltime positions. We have been using social media to promote job seekers (Tweeter/Facebook).



DCFS (Jose Lopez): Looking to hire more Daycare licensing and interns. Interns being promoted to the permanent jobs.

Public Health: Last quarter we had 22 new hires including 3 Hispanics. Official and Administrators total 323 of which 13 are Hispanic, total staff is 1,112 of which 50 Hispanics. Still hiring for Surveillance Nurses, need bilingual clerical in Springfield.

Employment Security (Anna D'Ascenzo) the agency is down in total workforce and we lost a number of bilingual staff. Currently we have been posting bilingual staff in a number of local offices. There have been a number of office closures but no layoff but staff impacted by traveling longer distances to other offices. Some bilingual staff are promoting into non language option.

Member Sanabria questions whether the listed recruiting initiatives are being audited.

Human Rights: Ngozi C. Okorafor recommend the council submitting concerns regarding agency outreach plans. DHR recently hired 11 staff including 9 Human Rights Investigator Trainees of which 2 were Hispanic veterans.

Outreach:

CMS will be recruiting in Wheeling at Congressman Dold job fair, Rita Mayfield job fair in Waukegan, workshop presentation at the Rudy Lozano library in Chicago. CMS invited to DES reemployment sessions at their local offices.

Juana Ballesteros suggest future training need survey should identify the needs based on race and ethnicity.

VI. New Business

Governor Strategic Training initiative: Governor is looking to evaluate existing training. Met with some of the state agencies for feedback on current available training for employees. Look to improve existing training. State employees were surveyed on training needs. Employees had a great need for leadership training and technology training. Also had meeting with some of the members of each of the minority employment plan advisory council.

VII. Old Business

Human Rights Discrimination Study update. Several working groups including public employment work group. Final report to be issued in September.

Motion to adjourn the meeting by Sanabria, Second by Romero. Motion carried.

Meeting Adjourned