



Hispanic Employment Plan Advisory Council Meeting

Minutes

July 24, 2015 1:30 P.M. 3:30 P.M.

JRTC, 100 W. Randolph Suite 9-035, Chicago, IL

Video Link

Stratton Building Springfield, IL

Chair Gilberto Romero called the council meeting to order at 1:35pm.

Roll Call:

Council members in attendance: Gilberto Romero, Roberto Sanabria, Jaime Garcia, Adrian Soto, Roberto Sepulveda, Guadalupe Preston, Elizabeth Ortiz.

Council members not present: Dolores Tapia, Christian Roldan

Agency Ex-oficio:, Daniel Fitzgerald and Lourdes Rodriguez, (DCFS), Anna D'Ascenzo (IDES), Erwin Acox (Transportation), Fernando Chavarría, IDOC, Roseanne McNamara (Aging), Dan Ojeda (Human Services), Chimaobi Enyia (Revenue), Sonia Antolec (HFS).

Absent Exoficio, Paul Orama (DECO), Juana Ballasteros (Public Health), Villagrana

Non-council members in attendance: Carlos R. Charneco, Kim McCullough and Fred Stewart from Central Management Services, Richard Tapia from IL Board of Higher Education, Jose Lopez from Illinois Association of Hispanic State Employees, Janice Glenn and Terrence Hill (Governor's Office), Hugo Chaviano and Beatriz Martorello (DOL), Greg Dooley (IDVA), Jesus Solario (Lt. Governor)

Carlos noted that member Diana Sanchez resigned. Council Member Tapia now employed by Children and Families and is considering resigning.

Minutes from April 24, 2015 Council meeting:

Chair Romero called for motion to table the April minutes:

Second by Roberto Sanabria. Voice vote taken.

Remarks from Chair:

Concerned about budget situation that may lead to layoffs which could reduce Hispanic numbers. Looking at the Hispanic surveys I see many N/A to questions. Not sure if the agencies understand the questions.



Daniel Fitzpatrick expressed a request/suggestion for providing a tutorial on how to correctly/appropriately answer HEP and LEP surveys

Kim McCullough indicated that there will be a review of the surveys and a follow-up with individuals who completed the surveys to address the NA answers as well as any other answers that may require more details to be provided. We can provide training.

Workforce updates:

As of the end of June 2015 the total number of code employee rose from 2,444 to 2,610 (5.5% to 5.78%). The increase is due in part to the significant number of hires at Human Services.

The number of code bilingual Spanish staff rose from 1,301 to 1,376. This increase was also due to the significant hires at Human Services and Dept. of Corrections.

The number of veterans in code positions at the end of June 30, 2015 was 8,180 of which 314 are Hispanics.

Management:

The number of code employees in Senior Public Service Administrators positions declined from 97 to 77.

The number of code employees in Public Service Administrators positions rose from 131 to 137.

Number of Hispanic veterans in code position is 314 out of 8000 plus veterans.

Council members concerned about Dept. of Revenue lack of bilingual staff with only 13 bilingual staff.

Charneco noted that IDCFS and IEPA had Findings of Non Compliance with State Assurance Act.

Council member Jaime Garcia was expressed for the lack of bilingual/Hispanic staff in central and southern IL, and Kane County for IHFS. It was expressed that there were no bilingual staff in the Elgin HFS offices and that bilingual needs people were being rerouted to the central offices. Jaime and Dan Ojeda will be looking into this.

Adrian Soto concerned Dept. of Commerce Economic Opportunity lack of Hispanic policy management staff.

Lupe Preston raised questions about the lack of Hispanics at DHS in upper management.

Janice Glenn was notified that the IDCEO Liaison has not been attending the IHEPAC meetings. Janice was asked to provide information as to the highest ranking positions being held by Latinos and the number of Appointed Latinos vs. the total number of Appointees.



Carlos will be meeting with the IL Dept. of Lottery to discuss their bilingual workforce.

Bilingual Needs and Bilingual Pay Survey:

The HEP Survey question regarding Compliance with the State Service Insurance Act will be moved to the Bilingual Needs Survey because it is more appropriate for that survey.

It was recommended to members to read through the survey questions and email Carlos any suggestions for changes.

Kim McCullough will look into the random selection process practices used in selecting candidates and report back at the next meeting.

Janice confirmed that no one has been appointed as Director for Governor's Office of New Americans as of yet.

Lourdes Rodriguez indicated that DCFS uses case load to determine need for bilingual staff, not the census. It was recommended for her to look into Federal guidelines since they receive Federal funding.

IDVA – Recruitment Plan has been submitted.

New IDVA EEO Officer (Greg Dooley) expressed desire for Recruitment training to improve recruitment efforts. Anna recommended that he speak with his agency's DHR liaison and will speak with him separately about other recommendations. Gil recommended that he work with the VFW and will speak with him separately to give him more information. Roberto recommended he look at previous recruitment plans for reference.

IDHS - Recruitment Plan has been submitted.

Dan Ojeda expressed that there is still difficulty in collar counties and southern Illinois. There will be hiring of some PSA Opt. SS6 in the near future. Underutilization of Asian candidates put DHS on Notice and is having the most difficulty with filling Mental Health Technician Trainee title with that demographic.

IDOT – it was reported that the agency is not hiring at the moment. It was requested that for the next meeting information be provided as to the number of Deputy Directors the agency has and of those how many are Latinos.

It was recommended that all EEOs should meet to discuss best practices.

Adjournment

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

Meeting Adjourned