



Minutes from the Hispanic Employment Plan Advisory Council Meeting

July 25, 2014

1:00 P.M. – 3:00P.M.

At the following public site:

**James R. Thompson Center, Suite 4-404
CMS, Director's Video Conference Room
Chicago, IL**

And

**William G. Stratton Building,
Video Conference Room 715
Springfield, IL**

And

Teleconference

Council members in attendance: Gilberto Romero, , Roberto Sanabria, Jaime Garcia, Dolores Tapia, Adrian Soto, Roberto Sepulveda, Christian Roldan

Agency Liaison in attendance: Sylvia Villa (DHS), Vina, Peter (HFS), Rodriguez, Lourdes (DCFS), Nicole Aleman & Ivan Barajas (IDOT)

Non-council members in attendance: Darryl Harris from the Governor's Office, Carlos R. Charneco from Central Management Services, Paul Orama (DCEO) Richard Tapia from IL Board of Higher Education, Jose Lopez from IAHSE.

Call to Order/Welcome/Roll call/Introductions

Chair Romero called the meeting to order at 2:05 PM and welcomed everyone to the quarterly HEP Advisory Council meeting. Carlos R. Charneco completed the roll-call; the Council achieved quorum for this meeting.

Minutes

Minutes from the May 30, 2014, Motion to accept the May 30, 2014 minutes by Sanabria and seconded by Roldan. Voice vote taken. No objections, motion carries.

Minutes from April meeting. Motion by Sanabria to accept minutes, second by Roldan. Voice vote taken. No objections, motion carries.

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State Workforce Update

Carlos Charneco (CMS) presented updated data on the number of Hispanics in state agencies as of the end of June 2014. The total number of Hispanic holding coded positions was 2,326 which accounted for 5.27% of the total number of coded employees. This an increase from 2,161 Hispanics that were employed as of the end of December 2013 where Hispanics accounted for 5.04% of the workforce. A significant increase was due to the Dept. of Human Services hiring of social service career trainees.

The workforce report list the current number of employees and Hispanic employees that fall under the personnel code. Some agencies such as state police and transportation employ more employees that is not reflected on the CMS workforce numbers.

Nicole Aleman pointed out that Transportation actually employs 5148 employees including 215 Hispanic employees. Hispanics at Transportation account for 4.2% of the total workforce in the agency.

Children and Family Services Update

Lourdes Rodriguez indicated the Council member Sanchez attended the DCFS Hispanic Advisory Council. The DCFS Hispanic Advisory Council drafted a letter to legislators and to DCFS Director raising concerns about high caseloads carried by bilingual case workers and the loss of bilingual caseworkers. Currently there are only 11 bilingual child welfare specialists including only 6 bilingual case workers. Lourdes will provide a copy of the letter to the Council members. The letter was taken by the agency as an internal complaint of discrimination. There are 47 bilingual vacancies to be filled at DCFS. DCFS to fill 20 intern positions. There are not bilingual child welfare specialist for Rockford, St. Claire County, Kankakee County or Cass County (Bearstown) and only 1 bilingual caseworker for Rock Island.

Council member Garcia noted that Kane County has a large Hispanic population but lacks bilingual staff state workers.

Peter Vina commented that there were 89 HFS hires and only 1 Hispanic out of all of them and 8 African Americans. He suggested CMS grading of applications be in Chicago; that they should consider hiring application-reviewers here in Chicago as most of the apps were from Chicago area.

He recommended that the interview process be reversed; that the agencies should interview the candidates and if the candidate(s) meet(s) the qualifications, then, the agency should recommend the candidate to CMS for the hiring process to begin. This is because the agency's HR personnel are more familiar with the requirements of any position, in their agency, than someone who is in Springfield with really no knowledge of the agency but makes a decision on a candidate based only on the information on their application.

The CMS grading/hiring process; that he knew of one applicant that had applied for at least a dozen positions since last October and had received only one grade (DHS SSCT)

Council member Sanabria noted from the workforce report a lack of Hispanics in leadership at Children and Family Services and that the office of Latino Affairs at DCFS should be elevated to report to the Director.

Carlos noted that he will ask for a recruitment plan from DCFS to share with the Council.

Bilingual Needs/Bilingual Pay Survey

Carlos Charneco informed the Council that the survey will be sent to the agencies this fall. Council members will need to review last year's survey and comment on changes to the survey. Council Member Romero and Sanabria offered to form a subcommittee and review the Bilingual Survey.

Hispanic Employment Plan 2014

The Hispanic Employment survey questions should be reviewed and suggestions or comments about the survey should be sent to CMS. The survey will be sent to the state agencies this fall. Council members Soto and Sepulveda volunteered to serve on the subcommittee for the Hispanic Employment plan along with Lourdes Rodriguez, Jose Lopez, and Sylvia Villa. Carlos suggested the Council look over the plan before the next meeting.

Motion to adjourn meeting by Roldan and second by Adrian Soto. Motion carried.

Next meeting October 24, 2014 (1-3pm)