



Native American Employment Plan Advisory Council

Wednesday, February 21, 2024 (Quarter 1)

10:00 am – 12:00 noon

MINUTES

I. Call to Order & Prayer – Chair Andrew Johnson

Meeting called to order at 10:00 am

II. Roll Call by Chair Johnson: Matthew Beaudet and Pamala Silas Present – 3 Council Members present. Quorum not met

A. Agency Ex-Officios, Agency Representatives and CMS Staff

1. All ex-officios and agency representatives were asked sign in on the chat for the purpose of attendance.

Native American Employment Plan Advisory Council					
EX-OFFICIOS					
Ex-Officio Agency	Agency Designee	In person Chicago	In person Springfield	Via Webex	Absent
IL Department of Children and Family Services	Ellen Williams Ryann Unabia				
IL Department Commerce and Economic Opportunity	Becky Locker				
IL Department Employment Security	Anna D'Ascenzo				
IL Department of Human Services	Amelia Gavina				
IL Department of Human Rights	Martin Duncan				
IL Department of Transportation	Aisha Price				

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Attendance Roster: Agency Representatives

Agency	Representative	In person Chicago	In person Springfield	Via Webex	Absent
IL Department of Central Management Services	Aundra Williams			X	
	Sarah Kerley			X	
	Arthur Sutton			X	
	Patricia Young			X	
	Patricia Santoyo-Marín			X	
	Mayra Magana			X	
	Ramiro Martinez			X	
	Kevin Jeong			X	
IL Department of Innovation and Technology	Jason Barth				
	Jason Thoron				
	Vickie Simpson				
IL Department of Juvenile Justice	Jaime Vasquez				
	Jim Crowley				
IL Department of Human Services	Amelia Gavina				
	Krista Culbertson				
	Angela Parker				
IL Department DCEO	Becky Locker				
	Brandy Evans			X	
	Diana Alfaro			X	
IL Department of Children and Family Services	Ellen Williams				
	Ryann Unabia				

Illinois Department of Transportation	Aisha Price				
Illinois State Police	Mary Dowdy				
Illinois Department of Employment Security	Anna D' Ascenzo				
Illinois Department of Professional Regulation	George Cotton				

General Public – No one present

III. CMS Update on Diversity & Inclusion Staffing

- A. Deputy Director Santoyo-Marin provided an update that the CMS Diversity & Inclusion Native American Employment Plan Coordinator Position became vacant, an offer was made to the second highest scoring candidate who accepted the position. The new person will start on March 1, 2024.
- B. Deputy Director Santoyo-Marin provided an introduction of CMS Deputy Director of Statewide Bureau of Personnel (BoP) Bobby Tucker. Deputy Director Tucker provided brief background and introduction. Chair Johnson coordinated to meet Deputy Director Tucker and CAO Sarah Kerley for 02/22/24.
- C. CMS HR Director, Pat Young, provided the CMS Workforce Diversity update for NA/AN:

Date	Overall Number	Number NA/AN	#NA/AN SPSA/PSA	Leadership
Feb 24	47,109	215 (0.45%)	18 (0.54%)	0
Feb 23	45,307	199 (0.43%)	15 (0.47%)	0

- D. Chair Johnson requested for data specific to each agency. HR Director Young advised that providing the details by Agency is possible.
- E. Chief Administrative Officer Kerley provided an update that the new hiring system for the State has gone live (day 2). Kerley also advised that the State actually has close to 50,000 employees as technical persons and sworn officers are not counted in the overall numbers.
- F. HR Director Young provided CMS specific employee workforce diversity numbers for NA/AN. HR Director Young advised that one native was hired as a mechanic and one was hired as an HR Rep in the Bureau of Personnel.

Date	Overall Number	Number NA/AN	#NA/AN SPSA/PSA	Leadership
Feb 24	739	2 (0.27%)	0	0
Feb 23	618	1 (0.15%)	0	0

IV. New Business

- A. FY24 Native American Employment Plan Report and Goals for 2024 provided by DD Santoyo-Marin.
 1. Employment Plan Report was discussed by Deputy Director Santoyo-Marin, as the report is required to be submitted to the Assembly by February 1 of each year. She discussed that the Appendix of the report asks each agency to quantify when they have actually partnered with a Native group and to quantify when they have promoted inclusion.
 2. FY24 Goals are to have the Agencies review the report and work toward goals and ask for the Council's support in recruitment and for the NAEPAC to review the report and prepare to guide and help agencies meet their goals.
 3. Council Member Silas discussed the imagery that was used in the report, specifically, the image of Abraham Lincoln due to his negative interactions with Natives. Council Member Silas discussed the Mankato, MN hanging of 38 Dakota Indians so be cautious when using images and please request guidance from NAEPAC.
- B. Deputy Director Santoyo-Marin requested the Council identify any specific agencies/departments that NAEPAC would like to have present in Quarters 2, 3, and 4.
 1. Chair Johnson stated that council would like to hear from DOC as they have the highest percentage of NA/AN employees to find out how they are recruiting and commend them on their outreach and hiring activities.
 2. Council Member Silas stated that council would like to develop a relationship with DOC as the highest percentage of persons incarcerated are Native females and there is more that NAEPAC would like to discuss with DOC.
 3. Council Member Silas also requested to have the Department of Aging present as resources for persons who are planning to retire and to understand what services are available.

4. Deputy Director Santoyo-Marín stated that each agency should have an assigned representative.
- C. CMS D&I would like to develop an onboarding for new council members that covers subjects such as the State of Illinois hiring process, purpose of the Council, and resources that CMS has available. She went on to discuss that she would like to have a NA Calendar developed that lists community events that can be shared with all agencies, all state employees. The calendar can be shared with the Employee Resource Groups.
- D. Chair Johnson requested information on the lack of follow up candidates receive after they have applied for a position.
 1. Council Member Beaudet commented that the reason for no contact due to lawsuits and to avoid an appearance of conflict of interest.
 2. Chief Administrative Officer Kerley advised that Council Member Beaudet was correct and that the State has to be cautious to avoid appearances.

V. Public Comment

There were no public comments or comments in the chat.

VI. Adjournment

Chair Johnson called for adjournment at 11:15 am. As Quorum not reached no motion needed

