



Native American Employment Plan Advisory Council

Quarterly Meeting (#1) – Via WebEx
February 22, 2023 | 10:00 AM –12:00 PM

Minutes

I. Call to Order

The meeting was called to order at 10:05 A.M. by Council Chair Andrew Johnson, Council Chair.

II. Roll Call – Chair Johnson conducted the roll call.

A. Council Members

| Native American Employment Plan Advisory Council | | | | |
|---|----------------------------|-------------------------------|------------------|---------------|
| ATTENDANCE ROSTER: COUNCIL MEMBERS | | | | |
| Members | Present | | | Absent |
| | In person - Chicago | In person- Springfield | via WebEx | |
| Johnson, Andrew (Chair) | | | X | |
| Boyd, Nichole | | | | X |
| Beaudet, Matthew | | | X | |
| Poirot, Pete | | | | X |
| Silas, Pamala M. | | | | |
| Stanley, Susan | | | | |
| Vigue, Kim | | | | |
| White Eagle, Wendy | | | X | |

Total: 5 members present, 2 members absent. Quorum was achieved.

B. Agency Representatives

| Native American Employment Plan Advisory Council | | | | |
|---|-----------------------|----------------------------|--------------------------------|------------------|
| ATTENDANCE ROSTER: Agency Representatives | | | | |
| Agency | Representative | Present | | |
| | | In person - Chicago | In person - Springfield | via WebEx |
| Central Management Services | Mark Mahoney | | | X |
| | Sarah Kerley | | | X |
| | Allison Macfarlane | | | X |
| | Arthur Sutton | | | X |
| | Mayra Magaña | | | X |
| | | | | |
| | | | | |
| | | | | |
| Department of Children and Family Services | Ellen Williams - ICWA | | | X |
| Illinois Department of Innovation & Technology | Vickie Simpson | | | X |
| Department of Commerce & Economic Development | Diana Alfaro | | | X |
| Department of Financial and Professional Regulation | James Bryant | | | X |
| Department of Employment Security | Anna D'Ascenzo | | | X |
| Office of the Governor | Sandy Orozco | | | X |
| Dept of Juvenile Justice | Jim Crowley | | | X |
| Department of Human Rights | Martin Duncan | | | X |
| Department of Human Services | Krista Culbertson | | | X |

Total: 14 CMS and other Agency staff attended this meeting.

| Native American Employment Plan Advisory Council | | | | |
|---|---------------------------|--------------------------|------------------------------|------------------|
| Attendance Roster: Members of the Public | | | | |
| Name | Entity Represented | Present | | |
| | | In Person Chicago | In person Springfield | Via Webex |
| | | | | |

| | | | | |
|--------------------------------|------|--|--|--------|
| Vincent Romero Mark LaRoque | CIMC | | | X X |
| | | | | |

Total: 2 member of the public attended the meeting.

III. Minutes

A. Review/Approve Minutes from August 17, 2022

Motion was made by Chair Johnson to review meeting minutes, as quorum was not yet achieved and approving minutes could not occur. Chair Johnson noted that Wendy White Eagle’s name is two words, and that on page 4 it was listed as one word “Whiteeagle”. Mayra noted that it could be corrected. During this time, Councilmember Matthew Beaudet logged on and Chair Johnson stated they would defer the minutes and vote on them once Councilmember Susan Stanley was able to call in.

IV. Leadership update by CMS

A. Introduction of Acting Director Raven DeVaughn by CMS Assistant Director Mark Mahoney

CMS Assistant Director Mark Mahoney stated that we had invited Acting Director Raven DeVaughn to this meeting but it conflicted with her schedule, but that she plans on attending the next EPAC meeting.

Assistant Director Mahoney also took this opportunity to introduce our new Ethics and Equal Opportunity officer, Arthur Sutton who works with Allison McFarland in CMS’ Legal. Arthur Sutton introduced himself, stating he had 17 years prior experience on hiring boards and EEO offices, and that he is working with the employment plan councils.

V. CMS Updates

A. Fiscal year employment plan reports – Mark Mahoney

CMS Assistant Director Mark Mahoney stated that the feedback from the councils for the employment plan process is a huge help and that Patricia’s team did a fantastic job, working with the data team to create these reports. He continued that the final versions were posted to the website, and that they would be distributed to the councils if they hadn’t already.

B. State Workforce Diversity Numbers Update

Assistant Director Mark Mahoney stated that D&I would be sending emails to the council members regarding upcoming recruitment events, and asked that if they

wanted to let us know either in the chat or later in the meeting of upcoming activities or cultural events, please do so.

Mark Mahoney also stated that since we have hired Araceli Morales as the Hispanic Employment Plan Coordinator, we have since posted positions for the African American, Asian American, and Native American employment plan coordinators. He went on to state that we extended each of them by a week, and that if anyone knows someone who might be interested, to please have them apply. He continued to say that we expect to interview in March, and hopefully hire in April.

Chair Johnson requested if Mark LaRoque or Vincent Romero from the California Indian Manpower Consortium had any events they wanted to talk about. Mark LaRoque stated they would be attending a powwow at Northwestern Illinois University on April 22nd from noon until 5 pm. Mark Mahoney requested if they could send a flyer to us or any information they have.

Mayra Magana, HR Specialist of CMS D&I asked if Mark LaRoque could take her email address and send the information when it's available and he agreed. Chair Johnson stated that the primary representative of the council out of Northwestern University is Councilmember Pam Silas, and asked to circle her in on this discussion as well.

C. Introduction of new dashboard and personnel update

CMS HR Specialist Mayra Magana stated that LaReyna Griffin was not on the call to provide information about the new dashboard, but that she would present on it at the next meeting.

Sarah Kerley, Chief Administrative Officer with CMS Bureau of Personnel presented the workforce update.

D. New recruitment video

Mayra Magana, HR Specialist of CMS presented the new CMS recruitment video. Chair Johnson asked if it was on the site and that he'd like it embedded on the Chamber's website, and asked if the CIMC or other organizations might like it as well. Mark LaRoque stated that it would be nice if someone from the state would come in-person to help do a tutorial and to introduce Native peoples and their belief systems to a larger state audience. Mark Mahoney states that we can circle back to this

conversation for sure, and that Mayra Magana is taking notes for that purpose.

Chair Johnson asked if the video was on other sites, and Mayra Magana said she thinks it's on our Youtube channel, and if not, she will ask how it can be shared.

Chair Johnson asked if there were any other updates and moved to continue on to council discussion items, and Ellen Williams, ICWA Specialist with DCFS asked if we could revisit the discussion about help with applications and asked if there was a name or department contact to give out to people who do need assistance applying.

Mark Mahoney asked if Ellen meant if she meant individual job opportunities or if she was referring to the career counseling information. Ellen stated she meant each individual person who might have specific problems applying through the website.

Mayra Magana said that the career resource center and the testing centers provide counseling but also the resources like the video she had previously shared. She shared a link for the career resources center, and if people have questions, please direct them to the link where they can email or call with specific questions about the application process.

VI. Council Discussion Items

A. Member discussion

Matthew Beudet of CIMC stated that he's been put on the National League of Cities Race and Equity, and that it's the main political body for smaller municipalities to lobby state government, and that he'll be on the board for a year, raising the profile of urban Natives and will be sending out an email to everyone to get feedback to take back to Washington D.C.

Councilmember Wendy White Eagle asked if we could get a recap of training that is required for members, in order to be clear where she's at and to "hold up her end of the bargain". Matthew Beudet stated that the council "serves at the pleasure of the governor" and so it's up to the governor to keep them in place.

Mark Mahoney, CMS Assistant Director stated that we track these things closely and that Mayra reaches out to let everyone know what needs to be done, and that she can reach out if there's something outstanding.

Mayra Magana said that the council has access to OneNet and what 2023 trainings are available, and that we would let them know what trainings are available and how

much time they have to complete them, but that councilmembers don't need to wait until they're notified. If they see a training is available, they can complete it then.

Chair Johnson asked to move on to new business but Mark Mahoney stated he wanted to table that discussion for when Patricia Santoyo-Marin is present and Chair Johnson agreed.

B. New Dates for 2023

Chair Johnson asked if we had confirmed when the council meeting in July would be moved to, as the original date conflicted with Chair's ability to attend. Mayra Magana, HR Specialist with CMS D&I stated the dates for 2023 as April 5th, July 12 and October 11th. Because of the conflict of dates, council needs quorum in order to vote to change the date, and that it could be moved to the April 5th meeting to discuss. She continued, stating that if those dates don't work for any council members, to please send suggestions before the April 5th meeting to vote on. Chair Johnson states that he suggest July 19th for the quarter 3 meeting. Mayra stated that if that works, then we can suggest that to be voted on at the next meeting.

Chair Johnson asked if there is any more business and Wendy White Eagle stated that, though it's unrelated, she's running for trustee in her local village municipality.

VII. Public Comment

- A. No public comments were made

VIII. Adjournment

- A. Chair Johnson stated that if nobody else had more business, that the council would adjourn. Meeting adjourned at 10:55 am.

