



**Native American Employment Plan Advisory Council**  
**March 19, 2025 10:00 a.m. -12:00 p.m.**  
**FY 2025 3<sup>rd</sup> Quarter**

**I. Call to Order – Chair Andrew Johnson**

The meeting was called to order by Chair Johnson at 10:02 am

**II. Roll Call**

**A. Council Members**

<b>Native American Employment Plan Advisory Council</b>			
<b>ATTENDANCE ROSTER: COUNCIL MEMBERS</b>			
Members	<b>Present</b>	Via Webex	Absent
	In person- Chicago		
Andrew Johnson, Chair		X	
Matthew Beaudet		X	
Susan Stanley		X	
Wendy White Eagle		X	
Kim Vigue		X	
Charlotte E. Davidson			X

Present \_\_5\_\_ Absent \_\_1\_\_ Quorum Yes \_\_X\_\_ No \_\_

**Quorum was achieved**

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

**B. Agency Representatives**

<b>Agency</b>	<b>Representative</b>	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
	Bobby Tucker				

	Patricia Santoyo-Marin			X	
	RoxAnne LaVallieUnabia			X	
	Naomi Salcedo			X	
	Mayra Magana			X	
	Francisco Alvarado			X	
	Louise Jett			X	
				X	
IL Department DCEO	Teri Morris			X	
	Christopher Gasperin			X	
	Diana Alfaro			X	
IL Department of Children and Family Services	Ellen Williams			X	
	Ryann Unabia			X	

C. General Public – No one in attendance

### III. Old Business

- A. Approval of FY 25 Q2 October 16, 2024 Meeting Minutes
- B. Approval of CY 2024 Q1 February 21, 2024 Meeting Minutes
- C. Approval of CY 2023 Q4 October 11, 2023 Meeting Minutes

Chair Johnson asked if any Council Members had questions regarding the outstanding minutes. No questions were raised.

Council Member White Eagle motioned to approve the FY 25 Q2 October 16, 2024, CY 2024 Q1 February 21, 2024, and CY 2023 Q4 meeting minutes.

Motion seconded by Council Member Stanley.

Motion approved unanimously.

### IV. CMS Updates

- A. Commitment to DEIA by State of Illinois & CMS

- a. Deputy Director Santoyo-Marin provided an overview of the basis of D&I in the state of Illinois, as the work done by CMS D&I is based on state law, the federal executive orders being signed will not impact D&I work or the work of the Employment Plan Advisory Councils. She further explained that the funding for CMS D&I is not tied to any federal funds, so the changes at the federal level will not impact CMS D&I.
  - b. Discussion by the Council regarding concerns that they have had regarding potential impact of the ongoing work of the Council. The Council stated it was good to hear that CMS D&I and the work of the Council will not be impacted.
- B. CMS D&I Team Positions and Staffing
- a. DD Santoyo-Marin provided an overview regarding all of the applications that had been received for the 4 Statewide Manager positions and that all applications had been manually reviewed by CAO Kerley.
  - b. DD Santoyo-Marin introduced the Statewide Manager for Asian American Diversity & Inclusion, Naomi Salcedo.
  - c. DD Santoyo-Marin introduced the Statewide Manager for Native American Diversity & Inclusion, RoxAnne LaVallie-Unabia (RMLU).
  - d. RMLU provided an overview of her work within Civil Rights and biographical information.
- C. Statewide Personnel
- a. DD Bobby Tucker introduced Louise Jett. Louise Jett has been working on updating a flyer for the general population and one for the Native American community. Louise Jett conferred with Council Member White Eagle on the design and imagery used to ensure culturally appropriate images are used.
  - b. Chair Johnson and Council Member Stanley asked if the Council could review the flyer before it was finalized. Council Member Stanley further asked if the flyer could be ready before her April 12 outreach.
  - c. Louise Jett stated that could be possible. DD Santoyo-Marin stated that Louise Jett would coordinate with RMLU who would CC the Council and request feedback by a specific date so that the flyer could be finalized prior to the April 12 date.
  - d. Chair Johnson agreed to the proposed review and feedback.

- e. CAO Kerley stated based on body language responses, all parties assented to the proposed flyer review process.
- f. Council Member Stanley asked if it would be possible to have California Indian Manpower Consortium listed as a partner.
- g. CAO Kerley responded that she would have to run that by legal.

## V. New Business

- A. FY 25 Employment Plan Report – Overview and Discussion
  - a. DD Santoyo-Marin updated the Council that the annually required report had been submitted to the General Assembly by February 1, 2025. Data for the report was based on the 2023 American Community Survey that indicates that within the State of Illinois the American Indian/Alaska Native population was 0.1% of the population.
  - b. CAO Kerley indicated that the State of Illinois workforce is the largest since 2008 with an increase in the Native American/Alaska Native representation.
  - c. DD Santoyo-Marin provided that 50 agencies surveyed reported self-identified Native American/Alaska Native employees:

Year	Number	Percentage
2024	214	0.5%
2023	198	0.4%
2022	192	0.4%
2021	188	0.4%
2020	188	0.4%

- d. Chair Johnson stated the Bill that established the Native American Employment Plan Advisory Council had passed in 2019, since that time, there has been an increase of 31 employees, which equates to around 17%.
- e. CAO Kerley advised that the most recent data is 222 NA/AN employees (a net increase of 7). She further advised the State has seen an increase in the percentage of applicants that self-identify as NA/AN.
- f. Chair Johnson advised that with the increased NA/AN employee number, the percentage of representation increased by almost 22%. He advised that shows the efforts of the NAE PAC are making a difference.
- g. Council Member Beaudet requested a breakdown of NA/AN employees by Union affiliation if that data is available.

- h. CAO Kerley advised the information should be available and that she will keep this as an action item to review data sets.
- i. Council Member White Eagle also advised she would like to know if there were job opportunities (not filled by internal union candidates) or not if possible.
- j. Council Member Stanley asked at what point does the State learn that an applicant is NA/AN. CAO Kerley responded that information is listed on the application, so the State knows right away. Council Member Stanley advised she wanted to know as she would like to know when the State would be able to advise the applicant that they may be eligible for services through CIMC.
- k. DD Santoyo-Marin advised that RMLU will follow up with Council Member Stanley to meet regarding opportunities to collaborate at which point can the State inform NA/AN applicants/new hires of services through CIMC.
- l. Council Members White Eagle and Stanley then provided information for State staff regarding self-identification as Native versus federal recognition/state recognition/community recognition as Native American/Alaska Native, Blood Quantum requirements and Certificates of Indian Blood.
- m. DD Santoyo-Marin continued with information on with self-identified statistics for Senior Public Service Administrators (SPSA) and Public Service Administrators (PSA):

NA/AN Leadership %	SPSA 4.79%	PSA 4.79%
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She also informed the Council that 12 Agencies responding affirmatively that they have conducted outreach to the NA/AN community. However, 37 indicated that they have not provided any outreach specifically to the NA/AN community. DD Santoyo-Marin continued providing data regarding 5 staff at agencies self-identify as NA/AN conduct recruitment & outreach activities; 3 have hiring, promotion authority, interview, and create policy, 1 has hiring promotion authority; and 1 had authority in creating policy.

- n. DD Santoyo-Marin advised that RMLU will share a copy of the report with the Council.
  - o. Chair Johnson stated he is very interested, as he would like to connect with the Agencies that do not conduct R&O to the NA/AN community.
- B. Approval of FY 26 Meeting Dates, Times & Location
- a. Chair Johnson tabled this item until meeting dates options were provided.
  - b. DD Santoyo-Merin advised that May 21, 2025, meeting date was set for the next Council meeting. Council Member White Eagle commented that

there had been discussion of meeting in person. DD Santoyo-Marin advised that 555 W Monroe was available for an in-person meeting. DD Santoyo-Marin also advised that CMS could provide snacks and thanked Chair Johnson for previously provided information regarding a NA Chef.

- c. Council Member White Eagle motioned the next meeting be a hybrid of in-person and virtual availability.
- d. Council Member Stanley seconded the motion.
- e. Chair Johnson asked for a vote and the motion passed unanimously.

**VI. Discussion/Questions**

- A. Chair Johnson asked if there were additional questions or items for discussion.  
No questions or discussion items.

**VII. Adjournment**

Chair Johnson asked if there was a motion to adjourn

- A. Council Member Stanley to adjourn
- B. Second by Council Member Beaudet
- C. Motion passed unanimously
- D. Chair Johnson adjourned meeting at 11:32 a.m.

