



Native American Employment Plan Advisory Council

Thursday, March 19, 2026 | Qtr 3 FY 2026

10:00 am – 12:00 noon

MEETING MINUTES

I. Call to Order – Chair Andrew Johnson

Meeting called to order at 10:02 am

II. Roll Call:

A. Native American EPAC Members Roll Call by Chair Johnson:

Andrew Johnson, Chair, Present via WebEx

Matthew Beaudet, Council Member, Present via WebEx

Charlotte Davidson, Council Member, Present via WebEx – joined at 10:09
due to WebEx system difficulties

Susan Stanley, Council Member, Present via WebEx

Kim Vigue, Council Member - Absent – advance notice

Wendy White Eagle, Council Member - Absent – advance notice

Quorum was reached during the meeting

Currently 5 Council Member Vacancies.

B. Agency Ex-Officio & Agency Representatives

Agencies required to have Native American EPAC ex officio (20 ILCS 60)

1 Department on Aging - Absent

2 Department of Children and Family Services – Ellen Williams via WebEx

3 Department of Commerce and Economic Opportunity – Absent

4 Department of Corrections – Marian Micheaux and Zita Buiting via WebEx

5 Department of Employment Security - Anna D'Ascenzo via WebEx

6 Department of Human Services – Amelia Gavina and Krista Culbertson via
WebEx

7 Department of Human Rights - Shawna Lamsargis via WebEx

8 Department of Healthcare and Family Services – Brian Spencer, Stephanie
Snow and Derrick Davis via WebEx

9 Department of Public Health – Lance Morgan and Ericka Williams via WebEx

10 Department of Transportation – Marjorie Hughes and Brandy Phillips via
WebEx

Attendance Roster: Agency Representatives

Central Management Services:

Sarah Kerley, Jill Kilroy, Gloria Batey, Christopher Naranjo,

Naomi Salcedo, and Alexandria Puccetti

Department of Agriculture: Heather Boise

Department of Financial and Professional Regulation: George Cotton

Department of Innovation & Technology – Jason Thoron

Department of Juvenile Justice: Jim Crowley

Department of Natural Resources – Eric Shirley

Department of Revenue – Shelby Kaiser, and Kirbee Womble

Governor’s Office: Ella Yoo and Itzel Martinez

Illinois Environmental Protection Agency: James Wilcockson

Illinois Gaming Board: Vernon Jakoby and Dovie Shelby

Illinois Lottery – Peter Romano

C. General Public – No General Public persons present

III. Old Business:

- A. Approval of FY 2026 Q3 Meeting Agenda
- B. Approval of FY 2026 Q2 October 23, 2025 Meeting Minutes

Quorum not present at start of meeting, Chair requested to move on to item
IV CMS Updates

IV. CMS Updates

- A. D&I Data Dashboard and Employee Resource Group Update provided by RoxAnne LaVallie-Unabia, Statewide Manager Native American D&I. Provided a tour of the Data dashboard, available fields and sorting features. RoxAnne additionally explained that the Dashboard is still in the development phase, as not all State Agencies have been able to upload all their data from the old PEERS system at this time, so the data is not 100% accurate. The Council asked who had access and CAO Sarah Kerley would have responded that at this time, access was limited to people who had Illinois.gov emails. Chair Johnson stated that he would still like to continue to request access to active directory for the NA EPAC members.
 - a. Council Member Dr. Davidson requested information on the Native American hiring rates in comparison to other populations
 - b. Council Member Dr. Davidson also requested if there is a way for CMS to see if the applicant or the agency chose not to move forward with acceptance/offering of an **approved** offer to a candidate?

- B. FY 2025 Native American Employment Plan Annual Report: RoxAnne LaVallie-Unabia shared that the NAEP Annual Report is now available to the public on the CMS D&I website. [Native American Employment Plan - FY 25](#)
- C. CMS Live Discussion posted on CMS D&I Main Page: RoxAnne LaVallie-Unabia provided an update that the Live Discussion panel of Native American state employees was now available on the CMS D&I webpage at [State of Illinois Video](#)

III. Return to Old Business – Council Quorum present

- A. **Approval of March 19, 2025 FY 2026 Q3 Meeting Agenda - Chair Johnson called for motion to approved agenda** - (Council Member Davidson joined WebEx allowing NA EPAC to make Quorum at 10:09)

Council Member Beaudet motioned to approve the agenda for the Q3 NAEPAC meeting. Seconded by Council Member Stanley. Agenda approved unanimously.

- B. **October 23, 2025 Q2 Minutes – Chair Johnson called for motion and vote on Q2 Minutes**

Council Member Beaudet motioned to approve minutes from October 23, 2025 2nd Quarter; Seconded by Council Member Stanley. Minutes approved by Council unanimously.

V. New Business

- A. Presentation by State Agencies

- a. Illinois Department of Public Health – Lance Morgan
 - i. Lance Morgan provided that IDPH has had an increase in the percentage of Native American (self-identified) employees in the roles of Official/Administrators and Professionals, however has seen a decrease in the percentage of Administrative Support Native Americans from 2024 to 2025.
 - ii. Request from Council Member Dr. Davidson regarding more details of IDPH's culturally responsive recruitment and how IDPH defines practices connected with this approach
 - iii. Lance Morgan referred response to the request to Ericka Williams for details
 - iv. Council Member Stanley requested information on CTI Tech and details on Professional (nurses, lab techs) and Office Associates.
 - v. Council Member Stanley also requested information on who hires restaurant inspectors (follow up by CMS)

- b. Illinois Department of Human Services – Amelia Gavina
 - i. Ms. Gavina provided 0.5% of IDHS employees self-identify as Native American. In 2025 IDHS had 299 NA applicants, an increase from 2024 which had 263 NA applicants. In 2026 IDHS has 106 self-identified NA employees compared to 66 self-identified NA in 2024. IDHS also provided a listing of community partners and upcoming community events scheduled.
 - c. Illinois Department of Children & Family Services – Ellen Williams
 - i. Ms. Williams provided information on the number of active Native American employees within DCFS, which total 8 employees. Ms. Williams further shared information on a DCFS NA SPSA employee who stayed on from July 2024 and left in December 2024. In 2024/2025 no additional NA PSAs were hired, so the number remained at 5 NA employees.
 - ii. Ms. Williams shared numerous outreach efforts in Chicagoland, down state, St. Louis, and Milwaukee in 2024/2025.
 - iii. Ms. Williams shared difficulties in recruitment of Native Americans into State employment and internships. She also requested assistance from CMS and Council Member Stanley in connecting with Native communities/persons in the central and southern parts of the state. Ms. Williams asked if possible to coordinate quarterly recruitment activities.
- B. Native American Summit – Chair Andrew Johnson
- a. Chair Johnson advised attendees that the Native American Summit in Springfield will take place on April 28. Chair Johnson invited attendees to join, emphasizing the meet at the rotunda around noon.
- C. FY 2027 Meeting Dates:
- a. Quarter 1: Thursday July 16, 2026, from 10:00 am – 12:00 p.m.
 - b. Quarter 2: Thursday December 3, 2026, from 10:00 a.m.– 12:00 p.m.
 - c. Quarter 3: Thursday January 14, 2027, from 10:00 a.m. – 12:00 p.m.
 - d. Quarter 4: Thursday May 6, 2027, from 10:00 a.m. – 12:00 p.m.

VI. Public Comment

There were no public comments or comments in the chat.

VII. Adjournment

Council Member Stanley motioned to adjourn the Q3 FY 26 meeting
 Council Member Beaudet seconded the motion
 Motion passed unanimously

Chair Johnson adjourned meeting at 11:44