



Native American Employment Plan Advisory Council Minutes

Quarterly Meeting (#2) – Via WebEx
April 5th, 2023 | 10:00 AM –12:00 PM

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	
Davidson, Charlotte				X
Beaudet, Matthew			X	
Poirot, Pete			X	
Silas, Pamala M.			X	
Stanley, Susan			X	
Vigue, Kim				X
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
	Tony Lozzi			X
	Araceli Morales			X
	Patricia Santoyo-Marin			X
	Raven DeV Vaughn			X
	Emmet Knapp			X
	Patricia Young			X
	Marcial Benitez			X
Department of Children and Family Services	Ryann Unabia – ICWA Ellen Williams - ICWA			X 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	Alan Brazil			X
Dept of Corrections	Shelith Hansbro Howard Moore			X X
Dept of Revenue	Phyllis Tate			X
Illinois State Police	Mary Dowdy Brittany Ott			X X
Dept of Gaming	Dovie Shelby			X
Dept of Information Tech	Jason Thoron Vickie Simpson			X X

Native American Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Department of Human Services	Angela Parker			X
	Patrick Morris			X
	Amelia Gavina			X
	Krista Culbertson			X

Total: _33_ 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

Total: 0 member of the public attended the meeting.

III. Minutes

A. Review/Approve Minutes from February 22nd, 2023

Chair Johnson motioned to approve minutes, and Pete Poirot seconded, and meeting minutes were approved.

IV. Leadership update by CMS

A. Introduction of new council member Charlotte Davidson

Chair Johnson spoke about excitement for Charlotte Davidson joining the council though she was not present at this meeting.

B. Introduction of Acting Director Raven DeVaughn

CMS D&I Deputy Director Patricia Santoyo-Marín introduced CMS' new acting Director Raven DeVaughn. Director DeVaughn went on to introduce herself.

V. CMS Updates

A. D&I Team updates

Patricia Santoyo-Marín talked about how CMS has restructured and that we had roughly 20 resumes for the Native American Coordinator Position and that we are currently working through those towards the interview process.

B. State workforce diversity numbers update

CMS Chief Administrative Officer Sarah Kerley provided the employment numbers update and also talked about the progress on both the Native American and Asian American Coordinator Positions and her personal involvement in that process.

C. CMS Outreach and recruitment

CMS D&I HR Specialist Tony Lozzi spoke about the career fairs in Decatur and East St. Louis that D&I had been present at recently and talked about the upcoming pow wow at Northwestern Illinois University and other upcoming events as well. He also requested that if the council knows of any events that would be a good fit for CMS to attend, that they please let us know. Patricia Santoyo-Marin also asked that if agencies are interested in these or other upcoming events to contact D&I.

D. Introduction of new dashboard and personnel update

Patricia Santoyo-Marin introduced Marcial Benitez, from CMS Data Analytics to demonstrate the new data dashboard. Marcial presented a slideshow and demonstrated how the dashboard captures data and how to access it. He also stated that through partnerships in the Governor's Office and other agencies, there will be more data and capabilities added to the dashboard all the time.

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

E. Demographics of Executive Appointments

Due to potential time constraints, Patricia Santoyo-Marin stated she would send this information to the councilmembers instead of talking about it during the meeting and Chair Johnson agreed.

VI. Council Discussion Items

A. New Dates for 2023

Because some council members had to leave, a vote on the Q3 Native American EPAC Council Meeting was taken. It was decided that the meeting would be moved from July 12th to July 19th, and the time would be changed from 10am – 12pm to

1:30pm to 3:30pm. Councilmember Wendy White Eagle motioned for the vote and Councilmember Pam Silas seconded. The vote was passed, and the date and time was changed.

VII. Presentation of agency efforts towards recruitment goals by the following agencies:

- a. State Fire Marshall
- b. Juvenile Justice
- c. Corrections
- d. State Police
- e. Transportation
- f. Veterans Affairs
- g. Military Affairs

A. State Fire Marshall

- a. No representative from the Fire Marshall was present

B. Juvenile Justice

- a. Jim Crowley, the EEO for Juvenile Justice presented on the recruitment efforts of DJJ, stating their efforts have increased tenfold since the 2022 Affirmative Action report. He said that agency recruitment efforts were sparse, mainly dependent on his lone efforts and those of volunteers to go to job fairs and community events until just after 2022. After the peak of COVID, he spoke with ISP director Heidi Miller to work with the HR Director, chief of staff and superintendent at facilities to put together new recruitment materials and efforts:

- Branded materials with QR codes that take applicants directly to the Juvenile Justice website posting for Juvenile Justice Specialist Intern, a position they are hiring for non-stop.
- He also stated that Juvenile Justice Specialist Intern hires don't go through CMS and instead are start to finish processed through DJJ, from screening to interview, which makes them typically process faster.
- DJJ is signed up with 52 schools through Handshake to attend college career fairs
- They also have presence on LinkedIn, ISU Hire-A-Redbird, Indeed, Chegg Career Match, SIU Cougar Jobline, NIU Job Board.
- As of 4/25/23, DJJ will have attended 3 career fairs in Illinois and 16 recruitment events. Anyone who comes to these events is invited to screen immediately for Juvenile Justice Specialist Intern, which improves applicant numbers.

- He stated that prior to COVID they might have normally had 50 candidates get to screening, and that reduced to 25 before covid and 8 or 9 after COVID, but their efforts are producing increased numbers of applicants and the process is looking up and evolving all the time.
 - **Council Response**
 - Councilmember Stanley and Chair Johnson asked Jim Crowley where he typically posts these positions and if there is some kind of email blast, to which Jim confirmed there is. Chair asked that Jim send that information to Councilmember Stanley, as she heads up primary Native American employment efforts in the state.

C. Corrections

- a. Shelith Hansbro shared the Illinois Department of Corrections recruitment and outreach strategy, and introduced Brittany Ott and Howard Moore who are on her team. She shared that they attended the 2022 pow wow in Wheaton and that they've reached out to Tony Lozzi for 2023 pow wow dates. IDOC has attended and plans to attend over 110 events since November 2022 through April 2023, while working with CMS to expand their contacts for more events as well. DOC has participated in CMS D&I recruitment calls, as well as national staffing coalitions (Correctional Leaders Association) to share DEI hiring solutions with other agencies throughout the country.

She talked about how DOC is expanding their recruitment officers to cover more regions. Currently they have 1 recruitment manager but they are establishing regional managers with 1 in particular for underrepresented demographic recruitment for the department. She stated that the department bears responsibility for increased recruitment efforts from the top down and their strategic plan is reviewed monthly for improvements in processes and to see what's working and what's not.

DOC is creating a DEI office including highly level overseer position to monitor their efforts, as well as a statewide DEI Committee to provide best practice recommendations on recruitment, retention and hiring practices.

One main goal is to create a more diverse, inclusive, and equitable environment for DIOC staff and the incarcerated population by increasing the number of SS, ASL and other language-speakers to fill vacant positions. This also includes the hire of a new Staff Wellness Resource Team Administrator and increasing cultural competency among all DOC staff through training and expanding the recruitment office.

- **Council Response**

- Chair Johnson thanked Shelith for her presentation and noted that DoC has the highest number of Native Americans represented in their employment and commended them on that statistic.
- Councilmember Wendy White Eagle mentioned that the term “minority” is one that should be avoided and worked out of the language we use, focusing instead on the specific characteristics of each person.

D. Illinois State Police

- a. Mary Dowdy, EEO Advisor for ISP presented their recruitment efforts and showed how much DEI has been a part of their efforts for some time, and is constantly evolving.
 - i. They have included DEI into their overarching strategic action plan.
 - ii. They have created a 7 goal action plan including:
 1. Improve the wellness, professional development, and resiliency of a diverse and qualified group of employees.
 2. Increase their presence on social media, including Facebook, YouTube, Twitter, Instagram and LinkedIn.
 3. Participating in as many events with colleges, military institutions, and community partners to attract new talent and gather new demographic information. She mentioned that they are primarily focused on the Chicago area.

- **Council Response**

- Councilmember Wendy White Eagle mentioned that she’d heard in a local council meeting that law enforcement everywhere seems to be struggling to attract new employees and asked if the council can do anything to attend meetings or invite ISP to local meetings to create a high touch scenario where policing is introduced more closely as a possible option. Mary Dowdy asked for Wendy’s contact information to facilitate that collaboration.
 - Mary also stated that one of their biggest hindrances is that their academy program is in a dormitory setting that requires extended stay during the training period (26 weeks). She said they’re constantly trying to improve that without being as demanding on young families and asked for any ideas or feedback.

E. Transportation

- a. No representative from Transportation was present

F. Veterans Affairs

- a. No representative from VA was present

G. Military Affairs

- a. No representative from MA was present

- **Council Feedback**

- Chair Johnson thanked Patricia for inviting these agencies to come and speak, stating that it's a great opportunity and great information, and he thanked the attending agencies as well for their participation and efforts.

VIII. New business

A. Upcoming pow wows and events

Chair Johnson asked if there was any new business, and Councilmember Susan Stanley stated she had a list of upcoming events and pow wows. Mayra Magana of CMS stated she would reach out to get that list.

Councilmember Matthew Beaudet stated that as soon as the dates for the upcoming events are finalized, that the Governor and state elected officials should be invited, as that was not prioritized in the past.

IX. Public Comment

- A. No public comments were made

X. Adjournment

- A. Chair Johnson stated that if nobody else had more business, that the council would adjourn. Councilmember Matthew Beaudet motioned for adjournment, Councilmember Susan Stanley seconded, and the meeting was adjourned at 11:40 am.