

**Native American Employment Plan Advisory Council**

**May 21, 2025 10:00 a.m. -12:00 p.m.
FY 2025 4th Quarter**

I. Call to Order – Chair Andrew Johnson

The meeting was called to order by Chair Johnson at 10:07 am

II. Roll Call**A. Council Members**

| Native American Employment Plan Advisory Council | | | |
|--|--------------------|-----------|--------|
| ATTENDANCE ROSTER: COUNCIL MEMBERS | | | |
| Members | Present | 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-officio and agency representatives were asked to sign in on the chat for the purpose of attendance.

B. Agency Representatives

| Agency | Representative | In person Chicago | In person Springfield | Via Webex | Absent |
|--|--|----------------------|--------------------------|----------------------------|--------|
| IL Department of Central Management Services | Sarah Kerley Patricia Young Bobby Tucker Patricia Santoyo-Marin RoxAnne LaVallie Unabia Naomi Salcedo Gloria Batey Christopher Naranjo Jill Kilroy | | | X X X X X X | X X |
| IL Department DCEO | Diana Alfaro | | | X | |
| IL EPA | James Wilcockson | | | X | |
| IL DoIT | Jason Thoron – Talent | | | X | |
| IL DoIT | Jason Barth – HR Dir | | | X | |
| IL DoIT | Hannah Rabideau | | | X | |
| IL Agriculture | Heather Boise | | | X | |
| ISP | Sherise Borum | | | X | |
| IL Gaming | Dovie Shelby | | | X | |
| IL DOT | Brian Hendricks | | | X | |
| IL Revenue | Shelby Kaiser | | | X | |
| IL DPH | Ericka Williams | | | X | |
| IL DOC | Kelly Firebough | | | X | |
| IL Lottery | Peter Romano | | | X | |
| IL DCFS - ICWA | Ellen Williams | | | X | |

C. General Public – No one in attendance

III. Old Business

A. Approval of FY 25 Q1 August 14, 2024 Meeting Minutes

Council Member Stanley motioned to approve the 8/14/24 meeting minutes; Council Member Davidson seconded the motion. Chair Johnson called for a vote; motion passed unanimously.

B. Approval of CY 2025 Q3 March 19, 2025 Meeting Minutes

Council Member White Eagle moved to approve the 3/19/25 meeting minutes; Council Member Stanley seconded the motion. Chair Johnson called for a vote, motion passed unanimously.

C. Dates for FY 26 NAEPAC Meetings –

a. Q1: July 30, 2025, August 6, 2025, August 13, 2025

Chair Johnson discussed availability of Council Members for the above dates, Council Members provided feedback and determined August 13, 2025 for the Q1 FY 26 NAEPAC meeting.

b. Q2: October 15, 2025, October 22, 2025, December 17, 2025

Chair Johnson discussed availability of Council Members for the above dates, Council Members provided feedback and determined October 15, 2025 for the Q2 FY 26 NAEPAC meeting.

c. Q3: February 18, 2026, March 11, 2026, March 18, 2026

Chair Johnson discussed availability of Council Members for the above dates, Council Members provided feedback and determined March 18, 2026 for the Q3 FY 26 NAEPAC meeting.

d. April 22, 2026, May 13, 2026, June 10, 2026

Chair Johnson discussed availability of Council Members for the above dates, Council Members provided feedback and determined April 22, 2026 for the Q4 FY 26 NAEPAC meeting.

D. Update on Union specific data request per CM Beaudet

CMS Chief Administrative Officer, Sarah Kerley provided an update regarding the data requested by CM Beaudet being housed in two separate systems within CMS so the data collection is taking longer than anticipated. Council Member Beaudet provided more input into the specific data he is requesting, specific to

the Trades, what Native American representation is present in carpentry, and other Trade unions. CAO Kerley indicated the additional information is helpful and will allow her to attempt to gather the data in a different method. CAO Kerley advised she should be able to provide the data at the August NAEPAC meeting. Topic will remain under Old Business.

IV. CMS Updates

A. CMS D&I Internship positions

Statewide Manager Native American D&I, Ms. LaVallie-Unabia, provided the collaboration in sharing of there will be two Native American interns this summer, 1 will be working with DCFS ICWA team, the other will be working with ICJIA. DCFS is also working on a second possible position – coordinating with CIMC-CBO & college Native programs (1 Intern from UIUC & the other from Columbia College) on supplying Native American applicant selection. Provided detail of CMS D&I having 26 total positions, 10 in Chicago and 16 in Springfield – hopeful that next year the Native community will be able to coordinate having applicants for the Springfield internships. Council Member Dr. Davidson asked if there was any possibility of assistance in transportation costs as Springfield is still over an hour away from Champaign Urbana. Council Member Stanley indicated if the students are eligible for CIMC-CBO services, her program could assist with travel expenses for up to 20 days.

Ms. Ellen Williams, DCFS/ICWA asked for more details regarding the internships such as pay and hours. LaVallie-Unabia provided that interns will be paid \$2,700 for full-time work, 37.5 hours per week, rate will be pro-rated if hours are missed.

B. CMS D&I Team Positions and Staffing

CAO Kerley introduced the two new Statewide Managers:

Christopher Naranjo for Hispanic/Latinx Statewide D&I

Gloria Batey for African American Statewide D&I

CAO Kerley further shared that there is still 1 more position in process for D&I, the Statewide Manager for Language Access.

V. New Business

A. FY 25 Employment Plan Report – Discussion on 0.1% NA population
LaVallie-Unabia and CAO Kerley provided overview of the current American Community Survey data of 0.7% Native American with 0.6% identifying as Hispanic which leave 0.1% Native American. Discussion regarding the definition of NA by US Census Bureau and State of Illinois to include persons of Mayan, Aztec, Incan while CMS Data team removes those individual from Native American and includes those individuals in Hispanic numbers due to State of Illinois legislative definitions and requirements for data to be corrected for identification of race/national origin.

Council Member Stanley requested to have the CMS Data team person present at the next NAEPAC meeting.

CAO Kerley & LaVallie-Unabia further discussed the potential for LaVallie-Unabia to coordinate with self-identified Native American employees through the Inclusion aspect of her role, allowing more data points for the Council to be able to gain knowledge of the various federally recognized tribes that may be represented among State employees.

Council Member Stanley offered to request specific information on the 2010 Census data CIMC maintains for the State of Illinois broken down to County level.

CAO Kerley shared that she will have additional information to share with the Council to pre-read before the August meeting.

VI. Public Comment

A. Chair Johnson asked if there were any public comments or items for discussion.
No questions or discussion from the Public.

VII. Adjournment

Chair Johnson asked if there was a motion to adjourn

- A. Council Member White Eagle motioned to adjourn
- B. Second by Council Member Beaudet
- C. Motion passed unanimously
- D. Chair Johnson adjourned meeting at 11:27 a.m.