



NOTICE

Native American Employment Plan Advisory Council
Quarterly Meeting (#3)
Wednesday, July 19, 2023 | 1:30 PM – 3:30 PM

Minutes

I. Call to Order & Prayer – Chair Johnson

The meeting was called to order at 1:35PM by Chair Johnson.

II. Roll Call

Council Members

Native American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
	In person – Chicago	In person- Springfield	via WebEx	
Andrew Johnson, Chair			X	
Matthew Beaudet			X	
Pete Poirot				X
Pam Silas			X	
Susan Stanley				X
Wendy White Eagle			X	
Kim Vigue				X
Charlotte E. Davidson				X

Total: 4 members present, 4 members absent. Quorum was not achieved.

¹All data is less than two weeks old as of July 10, 2023

Agency Representatives

Native American Employment Plan Advisory Council Meeting				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Central Management Services	Patricia Santoyo-Marin Mayra Magaña Ramiro Martinez Araceli Morales Aundra Williams Arthur Sutton Jake Altman			X
Illinois Department of Revenue	EEO Officer Dr. Phyllis Tate, PhD.			X
IL Department of Commerce & Economic Opportunity	Latinx Business Development Manager Diana Alfaro			X
IL Department of Children and Family Services ICWA	Ryann Unabia			X
IL Department of Juvenile Justice	Jim Crowley			X
IL Department of Innovation and Technology	Vickie Simpson			X
IL Department of Children and Family Services	Ellen Williams			X
IL Office of Equity	Anna Alava			X
IL Department of Human Services	Patrick Morris			X
IL Department of Human Rights	Martin Duncan			X

Total: 10 CMS and other Agency Employees attended this meeting.

Members of the Public

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

Total: No members of the public attended this meeting.

Governor’s Office Attendees:

Anna Alava, Office of Equity – Governor’s Office

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III. Minutes – Chair Johnson

- Chair Johnson stated there is no established quorum, once a quorum is established the advisory council will return and address any meeting minutes for the NAEPAC.

III. CMS Leadership Update

A. D&I Support and Transitions

- CMS D&I Deputy Director, Patricia Santoyo-Marin, informed the council of CMS transitions in leadership to another state agency, Mark Mahoney, served as Assistant Director and transitioned to the Abraham Lincoln Presidential Library and Museum agency. CMS D&I is now under the portfolio of CMS Chief Administrative Officer Sarah Kerley who is very supportive of the CMS D&I efforts and continued growth.
- CMS D&I Deputy Director, Patricia Santoyo-Marin, informed the council of the transition of the team's HR Specialist, Tony Lozzito to a different role within CMS.

B. Introduction of new CMS Assistant Director, Aundra Williams

- Deputy Director Santoyo-Marin introduced the new CMS Assistant Director, Aundra Williams, who expressed that he comes over from IDOT and expressed his enthusiasm and passion for supporting initiatives and committees that advocate for equity and inclusion for minorities. Assistant Director Williams further shared that although he is in Springfield, he is looking forward to being able to support and assist in efforts wherever he is needed. Assistant Director Williams is a big proponent of CMS D&I.
- Chair Johnson welcomed and congratulated Assistant Director Williams on behalf of the council.

C. Update of the hiring of the new Native American Employment Plan Coordinator

- Deputy Director Santoyo-Marin stated that the hiring process is concluding on the interview process tomorrow morning, Deputy Santoyo-Marin has also expressed that they are excited and thus far there has been one candidate that has met the minimum requirements to be offered the position. There is another round of four that are scheduled for tomorrow morning and the results of the interview process will conclude by the end of the week and making an offer within the next two weeks. The process has brought some excitement and additional positive feedback on aiming for the newly selected individual to join at the next upcoming quarterly meeting. Deputy Santoyo-Marin stated that the team was advocating for the position to be a part of one of the Nations, it was new for the team, but was included in the position packaging.
- CMS D&I Deputy Director, Patricia Santoyo-Marin, stated that the team is looking forward to having all the CMS D&I team to coming aboard in the next couple of months, and with time being there is limited capacity while these efforts are ongoing. With having the entire team, the goals of the team can be expedited as a collective effort.

IV. CMS Updates

- #### A. State Workforce Diversity¹ – CMS Bureau of Personnel Assistant Deputy Director, Jake Altman

¹All data is less than two weeks old as of July 10, 2023

- Out of **44,722** total employees:
 - 1,886 receive bilingual pay.
 - 1,923 identify as having a disability.
 - 6,618 are veterans.
 - The average monthly salary for a state employee is \$6,256.
- Native American breakdown:
 - **198** identify as Native American. This represents **0.4%** of the state workforce.
 - 3 receive bilingual pay.
 - 14 identify as having a disability.
 - 29 are veterans.
 - The average monthly salary for a Native American employee is \$6,613.
 - Gender representation is on par with the rest of the state acknowledging a slightly higher male representation within the group.

B. CMS Outreach and Recruitment – CMS D&I Deputy Director, Patricia Santoyo-Marin

- **Chicago Public Schools:** Deputy Director Santoyo-Marin thanked Ellen Williams that connected the CMS D&I team with the Chicago Public Schools with the Native celebration with the students who are graduating. The event was secured by a table for the CMS D&I team, but not only did the team accomplish the outreach and recruitment efforts, but the team had spoke with a lot of families, and families that were multi-generational and had some college students in looking for that transition.
- **Pipeline directly to Council:** Deputy Director Santoyo-Marin stated that they are looking into creating a more robust system which agency colleagues would have the opportunity to relate directly with the council and build a pipeline directly to the council. The team is also working with the data team to build and maintain the platform and dashboard to provide more recent and current information with the data that is shared with the council.
- **Leveraging Technology:** Deputy Director Santoyo-Marin discussed opportunities in establishing a grid that invites the potential recruitments to a more personalized coaching and career counseling by the upcoming HR Specialist. The intent is to streamline the process for future guidance in the teams' efforts.

V. **New Business**

Presentation of agency efforts towards recruitment goals.

- Chairman Johnson mentioned that there are listed agencies that were invited to give a brief overview of what their recruitment goals and efforts are and if any council to take the option to pose questions and recommendations. Council Chair Jani granted D&I Deputy Director, Santoyo-Marin to call on the agencies. Invites for these meetings were sent to the Agency's Chief of Staff and or EEO Officer.

A. IL Environmental Protection Agency – No representative was available.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 654 total employees:

¹All data is less than two weeks old as of July 10, 2023

- 4 receive bilingual pay.
 - 22 identify as having a disability.
 - 75 are veterans.
 - The average monthly salary for a state employee is \$6,845.
- Native American breakdown:
 - 1 identifies as Native American. This represents **0.5%** of the workforce.
 - None receive bilingual pay.
 - 0 identify as having a disability.
 - 0 are veterans.
 - The average monthly salary for a Native American employee is \$7,827.
 - Gender data shows the Native American employee identifies as a female.

B. IL Department of Commerce and Economic Opportunity – Diana Alfaro*.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 299 total employees:
 - 7 receive bilingual pay.
 - 12 identify as having a disability.
 - 27 are veterans.
 - The average monthly salary for a state employee is \$7,723.
 - Native American breakdown:
 - 1 identifies as Native American. This represents **0.3%** of the workforce.
 - None receive bilingual pay.
 - 0 identify as having a disability.
 - 0 are veterans.
 - The average monthly salary for a Native American employee is \$7,084.
 - Gender data shows the Native American employee identifies as a male.

- *Department of Commerce and Economic Opportunity – Diana Alfaro is present but did not notify the council that she was not aware that she was presenting today on recruitment goals but had stated that she would be able to present at the next council meeting. Chairman Johnson acknowledged and had accepted that DCEO would present at the next council meeting.

C. IL Department of Revenue – EEO Officer Dr. Phyllis L. Tate, PhD.

- In the presentation, Dr. Tate provided the diversity statement that is provided with the Department of Revenues’ announcements. IDOR is a professional-minded governmental entity that values its employees and invests in their success through training and engagement. IDOR values diversity, both culturally and professionally, and believes it can foster a more productive work environment best suited for serving the citizens and taxpayers of Illinois.
 - Paid services/Subscriptions are going to be discontinued, which the department did not receive a fair number of candidates. But IDOR does participate in other free job boards such as Workforce Services Division Will

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County, Lincoln Land Community College, College Central Network, Workforce Services Division Lake County, Hire Autism, Southern Illinois University @ Edwardsville, and Illinois Job Link/IDES.

- Diversity, equity, inclusion & accessible activity, recruited HR Specialist to assist with recruitment initiatives, DEIA members trained in recruitment events – attended 18 recruiting events for IDOR, and created employee videos for candidates to see IRL what benefits are working for IDOR.
- Recruiting Stats for January 2022 – December 2022
 - Recruiting stats- Recruitment activity, Events attended, 162; Follow-up, 67; Email Blast, 56; Networking, 10; Total Activity = 296
 - Number of Events- Job Fairs, 69; Workshops, 21; Outreach, 68; Community Based, 4; Total Events = 162
 - Race- American Indian, 3
 - Job Seekers registered to receive employment information, 2022; Protected Class Job Fair Events Attended: Indian/Native, 0
 - Job Seekers registered to receive employment information, 2022; Protected Class Outreach Activities: Indian/Native, 0
- Recruiting Stats for January 2023 – April 2023
 - Recruiting stats- Recruitment activity, Events attended, 93; Follow-up, 39; Email Blast, 10; Networking, 20; Total Activity = 162
 - Number of Events- Job Fairs, 23; Workshops, 19; Outreach, 50; Community Based, 1; Total Events = 93
 - Race- American Indian, 6
 - Job Seekers registered to receive employment information, 2023; Protected Class Job Fair Events Attended: Indian/Native, 0
 - Job Seekers registered to receive employment information, 2023; Protected Class Outreach Activities: Indian/Native, 1
 - Ongoing Recruitment Efforts- Post all job openings on IDOR social media and webpage; Send job postings to contacts on distribution lists; Track all recruiting sources on new hires; Attend live and virtual college career fairs, community job fairs and events; Purchase “swag” items to distribute at events.
 - Please provide feedback, suggestions, or recommendations on how to try and continue to bring awareness of IDOR’s job opportunities to the Native American community, IDOR does not have the metrics for including the Native American community, but Student Workers, Management, which enhances Career Fairs efforts.
- Councilmember White Eagle had asked if whether IDOR is connecting with American Indian clubs and other similar college organizations to fulfill some the outreach and recruitment of the Native American community, which Councilmember White Eagle noted that it would be good to get the word out in including the college forums because there are great jobs available.

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- Chair Johnson had reiterated that the Director of the Native American House at U of I is a member of the advisory council and will forward her information to IDOR; there is continued conversation between members of the council of networking with the Native American community through social events, and through the college network; Contact information regarding the California Indian Manpower consortium and Susan Stanley would also be a good networking component to recruitment and outreach for the Native American community.
- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 1,286 total employees:
 - 15 receive bilingual pay.
 - 80 identify as having a disability.
 - 125 are veterans.
 - The average monthly salary for a state employee is \$6,568.
 - Native American breakdown:
 - 1 identifies as Native American. This represents **0.1%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - 0 are veterans.
 - The average monthly salary for an Native American employee is \$10,201.
 - Gender data shows the Native American employee identifies as a female.

D. Department of Insurance – No representative was available.

- Workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 212 total employees:
 - 4 receive bilingual pay.
 - 17 identify as having a disability.
 - 7 are veterans.
 - The average monthly salary for a state employee is \$7,017.
 - Native American breakdown:
 - 1 identify as Native American. This represents **0.5%** of the workforce.
 - None receive bilingual pay.
 - None as having a disability.
 - No veterans.
 - The average monthly salary for a Native American employee is \$5,995.
 - Gender data shows the Native American employee identifies as a female.

E. IL Department of Agriculture – No representative was available.

- Workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 376 total employees:
 - 1 receive bilingual pay.
 - 9 identify as having a disability.
 - 81 are veterans.
 - The average monthly salary for a state employee is \$5,620.

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- Native American breakdown:
 - **2** identify as Native American. This represents **0.5%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - 1 is a veteran.
 - The average monthly salary for an Asian American employee is \$7,442.
 - Gender data shows an equal representation of 50% both for male & female representation.

F. Illinois Lottery – No representative was available.

- Workforce diversity data¹ - CMS D&I Deputy Director, Patricia Santoyo-Marin
 - Out of 149 total employees:
 - 4 receive bilingual pay.
 - 11 identify as having a disability.
 - 38 are veterans.
 - The average monthly salary for a state employee is \$6,265.
 - Native American breakdown:
 - **0** identify as Native American. This represents **0.0%** of the workforce.
 - None receive bilingual pay.
 - None identify as having a disability.
 - None are veterans.
 - The average monthly salary for a Native American employee is \$0.
 - There is no gender data available as there is no Native American employees.
- CMS D&I Deputy Director, Patricia Santoyo-Marin did inform Chair Johnson and the advisory council that she did have a scheduled meeting to attend and had requested CMS D&I HR Specialist, Mayra Magana continue with the presentation of outreach and recruitment data for each respective agency.

G. IL Department of Natural Resources – No representative was available.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 1,055 total employees:
 - None receive bilingual pay.
 - 41 identify as having a disability.
 - 226 are veterans.
 - The average monthly salary for a state employee is \$6,558.
 - Native American breakdown:
 - **8** identify as Native American. This represents **0.7%** of the workforce.
 - None receive bilingual pay.
 - 1 identifies as having a disability.
 - None are veterans.
 - The average monthly salary for a Native American employee is \$4,939.
 - Gender data shows an equal representation of 50% both for male & female representation.

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H. IL Department of Financial and Professional Regulations – No representative was available.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 426 total employees:
 - 7 receive bilingual pay.
 - 26 identify as having a disability.
 - 42 are veterans.
 - The average monthly salary for a state employee is \$7,236.
 - Native American breakdown:
 - 1 identifies as Native American. This represents **0.2%** of the workforce.
 - None receive bilingual pay.
 - 1 identifies as having a disability.
 - None are veterans.
 - The average monthly salary for a Native American employee is \$10,607.
 - Gender data shows the Native American employee identifies as a male.

I. IL Department of Transportation – No representative was available.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 2,182 total employees:
 - 9 receive bilingual pay.
 - 45 identify as having a disability.
 - 1,409 are veterans.
 - The average monthly salary for a state employee is \$6,535.
 - Native American breakdown:
 - **10** identify as Native American. This represents **0.5%** of the workforce.
 - None receive bilingual pay.
 - 0 identify as having a disability.
 - 7 are veterans.
 - The average monthly salary for a Native American employee is \$6,209.
 - Gender data shows an 80% representation of Native American employees identify as male and 20% representation Native American employees identify as female.

J. Abraham Lincoln Presidential Library and Museum – No representative was available.

- Workforce diversity data¹ - CMS D&I HR Specialist, Mayra Magana
 - Out of 79 total employees:
 - 0 receive bilingual pay.
 - 4 identify as having a disability.
 - 12 are veterans.
 - The average monthly salary for a state employee is \$6,154.
 - Native American breakdown:
 - There is no Native American workforce representation within the Abraham Lincoln Presidential Library and Museum department.

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- Councilmember Beaudet briefly had mentioned that he is out at Tacoma, WA at the National League of Cities and he is making sure that they are aware of the large native populations in the urban areas. Chair Johnson had acknowledged the update provided by Councilmember Beaudet.

VI. Public Comment

- No public comment.

VII. Adjournment

- Chair Johnson had inquired about the date of the next Native American Employment Plan Advisory Council. CMS D&I HR Specialist, Mayra Magana mentioned that the next NAEPAC meeting is scheduled for Wednesday October 11, 2023, 10:00a.m. to 12:00p.m.
- Chair Johnson reiterated that there is a need to reach out and contact the advisory councilmembers and notify of the upcoming meeting, Chair Johnson mentioned the advisory council currently has eight members and has three vacant advisory council seats to bring the council to 11 as stated in the statute.
- Councilmember White Eagle inquired about any mandatory trainings for advisory councilmembers, and if a list could be provided to her to complete any mandatory trainings. CMS D&I HR Specialist, Mayra Magana stated she will follow-up and see if there are any mandatory trainings that are in the training portal and will notify the NAEPAC. Mayra continued to state that each councilmember does have access to the training portal, and if they don't, she would assist those councilmembers that don't. All mandatory trainings are due at the end of each year, and each councilmember is welcome to complete any mandatory training within that year timeframe. There will be reminders that will be sent out, and Mayra will be reaching out and checking the portal in the system.
- CMS D&I HR Specialist, Mayra Magana informed the NAEPAC that the next meeting is the 4th quarter meeting, and the advisory council will be voting on the next calendar year dates regarding the advisory council meetings. Mayra further stated that it is essential that there is a quorum established and to have as much representation from the advisory council during the 4th quarterly meeting to establish and identify the next calendar year's dates.
- Chair Johnson requested for all the state's employees which would include the Native American workforce to attend via Webex since Native American Heritage month is coming up to provide some presentations and background, which the presentations and background could be separate from the NAEPAC quarterly meeting. The presentations and background would provide some understanding of the native people in the state of Illinois and the area in Chicago. CMS D&I HR Specialist, Mayra Magana reiterated the need to present and provide an understanding, and if this suggestion would be a Webex presentation aside from the NAEPAC quarterly meeting, and Mayra will let CMS D&I Deputy Director, Patricia Santoyo-Marin know and how to proceed in planning these presentations and background understanding of the Native American community. Mayra further stated that there is CMS live conversation, and this would be an activity that would provide an educational awareness of the Native American community within the state of Illinois and the metropolitan area. Once she has spoken with CMS D&I Deputy Director, Patricia Santoyo-Marin, there would be an idea of any available dates that are feasible to accommodate the presentations and background.

- **Council concluded**

- The meeting did not have an established quorum; therefore, Chair Johnson had declared the meeting concluded at 2:50PM

July 19, 2023, Native American Employment Plan Advisory Council Meeting Minutes were approved at the 4th Quarterly Native American EPAC Advisory Council Meeting on October 11, 2023.