

## Native American Employment Plan Advisory Council

Wednesday, August 14, 2024 (Quarter 1)

10:00 am – 12:00 noon

### MINUTES

#### I. Call to Order – Deputy Director Patricia Santoyo-Marin

Meeting called to order at 10:04 am by DD Santoyo-Marin

Council Members Matthew Beaudet, Susan Stanley, and Wendy White Eagle were present. Absent: Chair Andrew Johnson, Charlotte Davidson, Pamala Silas, and Kim Vigue

#### II. Roll Call by DD Santoyo-Marin

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

#### B. Agency Representatives and CMS Staff

| Native American Employment Plan Advisory Council |                 |                      |                          |              |        |
|--|-----------------|----------------------|--------------------------|--------------|--------|
| EX-OFFICIOS                                      |                 |                      |                          |              |        |
| Ex-Officio Agency                                | Agency Designee | In person<br>Chicago | In person<br>Springfield | Via<br>Webex | Absent |
| IL Department<br>Employment<br>Security          | Anna D'Ascenzo  |                      |                          | X            |        |

#### Attendance Roster: Agency Representatives

| Agency   | Representative         | In person<br>Chicago | In person<br>Springfield | Via<br>Webex | Absent |
|--|------------------------|----------------------|--------------------------|--------------|--------|
| IL Department of<br>Central Management<br>Services | Arthur Sutton          |                      |                          | X            |        |
|  | Patricia Santoyo-Marin |                      |                          | X            |        |
|  | Mayra Magana           |                      |                          | X            |        |

|   |   |  |  |   |  |
|---|---|--|--|---|--|
|   | Kevin Jeung<br>Bobby Tucker<br>John Chepulis        |  |  | X |  |
| IL Department of<br>Commerce &<br>Economic<br>Opportunity | Diana Alfaro<br>Christopher Gasperin<br>Teri Morris |  |  |   |  |
| IL Department of<br>Innovation and<br>Technology          | Vickie Simpson                                      |  |  | X |  |
| IL Department of<br>Public Health                         | Lance Morgan  |  |  |   |  |
| Illinois State Police                                     | Mary Dowdy  |  |  |   |  |
| Illinois Department of<br>Employment Security             | Anna D'Ascenzo                                      |  |  |   |  |

- General Public – No one present

### **III. Old Business**

#### **A. CMS Update on Diversity & Inclusion Staffing**

CMS Diversity & Inclusion Statewide Manager Native American Diversity & Inclusion position announcement was provided by DD Santoyo-Marin. Details will be provided to attendees once position has been finalized and advertised for Council Members and Sister Agencies to be able to share the position.

#### **B. Outreach & Event Recommendations**

- DD Santoyo-Marin began the discussion by providing an update on Events that CMS D&I would be attending, including: 8/22 Chicago Public School Pow Wow, 9/7 Indigifest, and 10/12-13 Midwest SOARRING Pow Wow
- She further advised that for larger events, CMS will be able to assist other agencies by paying for a larger booth space to accommodate other agencies who otherwise may not have the funds to pay for a booth.
- Council Member Stanley provided an update about a small job fair that was held at St. Kateri in Chicago and that CIMC was planning a larger job fair.

- Council Member White Eagle advised with Native American Heritage month approaching it would be beneficial if CMS D&I could receive flyers/brochures and disseminate the information to other State Agencies.

#### C. Interview Bias Assessment

- Council Member Beaudet led discussion on the importance of State employees who conduct interviews being trained on how to recognize and understand implicit bias.
- Applicant data: 8782 applicants 13 (0.15%) self-identified as Native American
- In 2022 a law was passed that if there was an interview panel, the interviewers are provided a form to self-identify their race/ethnicity. DD Santoyo-Marín shared in 2024 38 persons identified as Native American.

### **IV. New Business**

#### A. Annual Report Visuals

DD Santoyo-Marín provided an update on the upcoming FY 2024 AAR for the State Legislators. She provided examples of past covers. Council Members provided feedback on the cover designs, indicating they preferred images of contemporary Natives in their work setting.

#### B. Overview of FY 24 All Agency Survey

DD Santoyo-Marín provided an update indicating that in FY 24, 48 total Natives self-identified in 2025.

### **V. Public Comment**

There were no public comments or comments in the chat.

### **VI. Adjournment**

Deputy Director Patricia Santoyo-Marín called for adjournment at 10:53 am.

This agenda conforms to the requirements of Section 2.02 of the Illinois Open Meetings Act (5 ILCS 120/2.02)