



Native American Employment Plan Advisory Council

Quarterly Meeting (#3) – Via WebEx
August 17, 2022 | 10:00 AM –12:00 PM

Minutes

I. Call to Order

The meeting was called to order at 10:04 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	
Boyd, Nichole				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, 3 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
	Demoya Gordon			X
	Patricia Santoyo-Marin			X
	Sarah Kerley			
	Corey Anne Gulkewicz			
	Patricia Young			
	Ayesha Patel			
	Tony Lozzi			X
	Mayra Magaña			X
Illinois Department on Aging	Glenda Corbett			X
Department of Children and Family Services	Jose Lopez			X
	Ellen Williams - ICWA			X
Illinois Department of Human Services	Amelia Gavina			X
Illinois Department of Innovation & Technology	Vickie Simpson			X
Department of Juvenile Justice	Jim Crowley			X
Department of Commerce & Economic Development	Diana Alfaro			X
	Joseph McKeown			X
Illinois Dept. of Financial & Professional Regulations	Temi A. Bennett			X
				X
Illinois Emergency Management Agency	Kevin Sur			X
Office of the Governor	Sandy Orozco			X
Illinois Gaming Board	Dovie Shelby			X
Illinois Dept of Aging	Glenda Corbett			X
Illinois State Police	Mary Dowdy			X



Total: 20 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
Charlotte Davidson	University of Illinois Native American House			X

Total: 1 member of the public attended the meeting.

III. Minutes

A. Review/Approve Minutes from May 18, 2022

Motion was made by Council Member Pam Silas to approve the meeting minutes and seconded by Council Member Susan Stanley. Minutes were approved.

IV. CMS Discussion

A. Introduction of Anthony Pascente, CMS Acting Director

Deputy Director, Santoyo-Marin introduced Acting Director Anthony Pascente, describing his creation of the many D&I initiatives we have today, including the annual report of D&I goals to the Governor’s office. Acting Director Pascente spoke, stating that he was not new to CMS but new to this role and that he’s looking forward to working with everyone to help the efforts of Diversity and Inclusion bear fruit and to reach out if council has any questions.

Deputy Director, Santoyo-Marin introduced Anthony “Tony” Lozzi, speaking of his background and employment history. Tony Lozzi stated he was excited to meet everyone and take on this new roll.

B. Update on Council Applications

Deputy Director, Santoyo-Marin updated that we are looking to support the transition of Shar Davidson into a formal council position to replace Nichole Boyd, elaborating the application goes to the Governor’s office and asking to let us know once the application is complete. There are pending details surrounding some other applicants and once the details were worked out, then the Governor’s office can move forward

with a comprehensive review of the pending applications.

Council Member Silas asked if these recommendations were made by Chair Johnson, to which he confirms they were, and stated that anyone in the council can make recommendations. Council Member Silas asked if a letter of support is needed and Deputy Director Santoyo-Marín stated that it was not necessary but certainly would not hurt. She reiterated that applicants are responsible for completing any required documents through the application process.

C. Meeting of the four Council Chairs

Deputy Director, Santoyo-Marín shared that the purpose of the meeting of the four Council Chairs is to identify common denominator concerns that CMS can help work on for the next fiscal year, stating to Chair Johnson that she would be sending an email with some potential meeting dates.

Chair Johnson states that he hopes the Native American council can contribute to these efforts and that the Councils can learn from each other and what is working for each Council's efforts.

D. Internships & Job Fair Updates

Deputy Director, Santoyo-Marín shared that we just closed our first cohort for the summer for interns, and that one of the identified entities for this program is the University of Illinois Chicago's student affairs leadership, and that the Vice Chancellor for Student Affairs was very excited to partner with CMS on this project.

Purpose and nature of the internships was explained as summer and academic year length. These are paid internships with our sister agencies, who identify job descriptions and needs and CMS acts as a connector for those agencies to qualified interns in the community.

Deputy Director, Santoyo-Marín shared that though we had partnered with a community leader to have a statewide career fair on August 6th with 10 state agencies committed to attend, the hosting community partner did not have the staff to host us and we would need to reschedule. It was proposed that instead we attend the October pow wow, and it was decided that it would be a good event at which to promote state employment. Patricia Santoyo-Marín requested a flyer for the event and a formal

invitation to the Governor to attend, and Chair Andrew Johnson recommended speaking with Melodi Serna in that regard.

E. State Workforce Diversity Numbers Update

Deputy Director, Santoyo-Marin shared that though we have had a slight dip in overall state employment numbers, there has been a slight increase across the board in Native American employment, from non-supervisory, public service administrator/senior public service administrator, and senior leadership roles.

F. CMS D&I Fiscal Year 2022 End & Next Steps

Deputy Director shared that we are going into report season, and that this is the time when we submit employment plan surveys to all state agencies, elaborating that the purpose of these surveys is to determine how many people in each agency of a certain demographic are employed there, have been hired or are in a position to increase outreach. The data would be used to identify trends with the overall goal of increasing inclusion and equity in hiring, and inviting state agencies to engage with councils to report on their efforts and challenges, to get the Council's perspectives and recommendations.

Councilmember Silas asked to get a deeper dive into departments with high numbers – specifically corrections - as well as why there is a large incarceration rates of Native women in Illinois.

Ellen Williams from DCFS further suggested we identify the locations of jobs with high Native American employment, and how we can further our outreach in those areas. Councilmember Beaudet indicated that Corrections jobs often are generational – often parents and grandparents were Correctional officers, and that Corrections is often the largest employer in these specific regions.

Dovie Shelby from Gaming asked if she could be connected with anyone who could help fill vacancies. Councilmember Stanley offered to connect with her.

Acting Director Pascente asked to add that CMS is working to create a human resources representative position that would act as a coordinator for the Council. Deputy Director, Santoyo-Marin elaborated that this position would work directly with the Council and further the efforts of equitable and inclusive hiring for those who are native-identifying. Council Member Stanley asked where the position would be held;



Acting Director Pascente stated that there is a public act that requires new positions to be based in Sangamon county first or, if there's an appeal, they could be relocated.

V. Council Discussion Items

A. Discussion to amend the Native American Employment Plan Act to include other State Commissions.

Chair Andrew Johnson pointed out that there exists many vacancies within commissions and boards throughout the state in which the Council would like to see greater Native American employment and participation, particularly in working with the State Board of Education and a lack of Native American involvement, that there were very few Native American teachers and not much outreach for those that existed. Chair Andrew Johnson continued that he would like to have a meeting to discuss this. Mayra Magana from CMS stated that there exists a technicality that would restrict the number of council members meeting on a matter without requiring it to be a public council meeting but pointed out that a subcommittee meeting could be held on this matter.

B. American Indian Political Action Day - Wednesday November 16

Chair Johnson spoke to wanting to travel to Springfield on November 16th, 2022 to engage with the active legislature session on bills that have passed that affect Native American communities but that have had no input from Native Americans, specifically the bill regarding the teaching of inclusive American history. Chair invited any agencies who want to partner with or be informed of these activities to let him know.

Deputy Director, Santoyo-Marín stated that agencies would need to take note of legal capability of engaging, but that CMS would be happy to assist in any way we were able. Diana Alfaro from Department of Commerce & Economic Development asked Chair Johnson to elaborate on how agencies could help. Chair Andrew Johnson stated simply being there in support would be great. Council Member Silas stated that this event is not simply AIC but over 17 organizations will be involved. Deputy Director Santoyo-Marín requested any flyers or material we could share that it be sent to D&I to send to other agencies.

C. Native American Heritage Month

At Chair Andrew Johnson's request, he spoke about the different events coming up in November. Diana Alfaro from Department of Commerce & Economic Development talked about how in 2021 they had a Facebook Live event with Chair Johnson to talk about the Native American Chamber of Commerce and resources for Native-owned businesses and another Facebook Live regarding resilience in the Native American business community, as well as participating in the Native American Chamber of Commerce's virtual breakfast, where the Lieutenant Governor provided a video.

Chair Johnson spoke about coordinating regarding presentations and activities throughout Native American Heritage Month and his personal involvement in events in 2021, specifically talks regarding why Illinois has such a large urban Native population.

Deputy Director, Santoyo-Marin explained the new platform CMS Conversations as a potential area to provide a space to discuss topics that are important to increasing awareness of various communities within the state as well as decreasing bias and racism, along with the Governor's mandated diversity, equity, and inclusion training. The CMS Conversations would be a good place for the exact type of outreach that Chair Johnson spoke of, and it is recorded and accessible to anyone to view, alongside the CMS monthly recruitment calls which are another opportunity to boost events, particularly during a heritage month.

Chair Johnson also asked that photos of Council members who are active in professional settings be submitted for the annual report.

VI. Public Comment

- A. No public comments were made

VII. Adjournment

- A. Chair Johnson requested that a motion be made to adjourn the Council meeting. Council Chair motioned to adjourn. Motion was seconded by Council Member Silas. The meeting was adjourned at 11:23 AM.