



Native American Employment Plan Advisory Council

Wednesday, October 11, 2023 | Qtr 4

10:00 am – 12:00 noon

MINUTES

I. Call to Order & Prayer – Chair Andrew Johnson

Meeting called to order at 10:00 am

II. Roll Call by Chair Johnson

Native American Employment Plan Advisory Council			
COUNCIL MEMBERS			
Council Members	Present	Via Webex	Absent
	In person – Chicago		
Johnson, Andrew (Chair)		X	
Beaudet, Matthew		X	
Pamela Silas		X	
Susan Stanley		X	
Kim Vigue		X	
Charlotte Davidson		X	
Pete Poirot			X
Wendy White Eagle			X

6 Council Members present, 2 were absent,

Quorum was reached during the meeting.

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

B. Agency Ex-Officios, Agency Representatives and CMS Staff

Native American Employment Plan Advisory Council					
EX-OFFICIOS					
Ex-Officio Agency	Agency Designee	In person Chicago	In person Springfield	Via Webex	Absent
IL Department of Children and Family Services	Ellen Williams Ryann Unabia			X	X
IL Department Commerce and Economic Opportunity	Becky Locker			X	
IL Department Employment Security	Anna D'Ascenzo			X	
IL Department of Human Services	Amelia Gavina			X	
IL Department of Human Rights	Martin Duncan				X
IL Department of Transportation	Aisha Price			X	

Attendance Roster: Agency Representatives

Agency	Representative	In person Chicago	In person Springfield	Via Webex	Absent
IL Department of Central Management Services	Aundra Williams Sarah Kerley Arthur Sutton Patricia Young Patricia Santoyo-Marin Mayra Magana Ramiro Martinez			X X X X X X X	
IL Department of Innovation and Technology	Jason Barth Jason Thoron Vickie Simpson			 X X	X
IL Department of Juvenile Justice	Jaime Vasquez Jim Crowley			 X	X
IL Department of Human Services	Amelia Gavina Krista Culbertson Angela Parker			X X X	
IL Department DCEO	Becky Locker			X	
IL Department of Children and Family Services	Ellen Williams Ryann Unabia			X	X
Illinois Department of Transportation	Aisha Price				X
Illinois State Police	Mary Dowdy			X	
Illinois Department of Employment Security	Anna D' Ascenzo			X	
Illinois Department of Professional Regulation	George Cotton			X	

- General Public – No one present

I. Old Business

A. Approval of July 19, 2023 Q3 Minutes – Chair Johnson

1. Council Member Pamela Silas motioned to approve minutes from July 19, 2023 3rd Quarter without any amendments
2. Seconded by Council Member Susan Stanley.
3. Minutes approved by Council 4 – 0. (Council Member Davidson arrived after the vote)

II. CMS Updates

A. Patricia Santoyo-Marin, Deputy Director of Diversity & Inclusion, CMS provided introductions and an overview of staff changes.

1. CMS Diversity & Inclusion Native American Employment Plan Coordinator Position Update – Introduction of Robert D. Bailey Native American Employment Plan Coordinator.
2. At 10:09:14, Council Member Charlene Davidson joined the meeting.
3. Introduction of Kevin Jeong, Asian American Employment Plan Coordinator.
4. Introduction of Hiram White, African American Employment Plan Coordinator.

B. FY24 Native American Employment Plan Report & Goals for 2024 – CMS D&I Deputy Director, Patricia Santoyo-Marin provided an overview of Workforce Data collected:

Illinois Workforce Overall	45,319	26 total (0.5%) Native employees 2 Native employees receive bilingual pay 3 Native Veterans Average Salary of \$7,024 for Natives 61% of Native employees s are Female 38% of Native employees are Male
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1. Chair Johnson led a discussion on the decrease in Native employees from 96 to 26, Council Member Silas also questioned the numbers presented. Chief Administrative Officer Sarah Kerley indicated that she will have the number of Native employees re-reviewed as the data did appear to be incorrect.

2. Council Member Stanley questioned the lack of communication once an application has been submitted. Council Member Stanley, as California Indian Manpower Consortium routinely refers candidates to the State of Illinois, she finds the report regarding number of Native employees to be disheartening, but indicated she would provide names of applicants so that Chief Administrative Officer Kerley to look deeper into the process.
3. Chief Administrative Officer Kerley advised to have applicants apply to positions like the Social Service Career Trainee role, as most positions advertised are union positions and filled internally (9 out of 10). Ms. Mayra Magana, CMS D&I, stated she will check the status of the positions, and the accounts of the persons Council Member Stanley had referred.
 - a) Deputy Director Santoyo-Marin stated she will review data and update the Board at the next meeting. Chair Johnson indicated it is discouraging to hear that 9 out of 10 jobs posted aren't even available to applicants.
 - b) Chief Administrative Officer Kerley stated that the good news is that 17% of new hires for the state are new to state employment. She further indicated that no new natives were employed, but that there had been **9 self-identified Native applicants**.
4. Deputy Director Santoyo-Marin indicated that D&I would look at specific applicants and provide update at the next meeting. Chair Johnson requested that the number of Native employees still needs to be reviewed and further assessed. Council Member Silas requested a copy of the most recent report sent to the State Assembly.

III. New Business

A. Agency Presentations

1. IL Dept of Commerce & Economic Opportunity, Becky Locker, Chief of Staff
 - a) Ms. Locker provided an overview of recruitment efforts at Universities and Colleges for positions within DCEO. Ms. Locker indicated that Affirmative Action plan mirrors recruitment activity.
 - b) Ms. Locker informed the Council that DECO had completed its Language Access Plan. She also indicated that DCEO sends out newsletters via email distribution.
 - c) The Council thanked her for her presentation.

B. Native American Heritage Month programming

1. Deputy Director Santoyo-Marin indicated that an event was planned for 11/16/23 from 12:00 pm- 1:00 pm. She further indicated the D&I team would be participating in the AIC Pow Wow at Schiller Woods during the weekend of 11/14/23.
2. Chair Johnson advised for CMS D&I to review the CAICC calendar to ensure that they kept abreast of upcoming events being held by various Native entities across the greater Chicagoland area, as well as throughout the state.

C. Upcoming meetings

1. DD Santoyo-Marin proposed meetings on either 2/4/24 or 2/21/24; 5/15/24 or 5/29/24, 8/14/24 or 8/28/24, 10/9/24 or 10/16/24 or 10/23/24
2. Chair Johnson proposed 2/21/24, 5/15/24, 8/14/24, and 10/16/24 for upcoming meetings.
3. Council Member Silas motioned to schedule upcoming Council meetings for 2/21/24, 5/15/24, 8/14/24 and 10/16/24.
4. Council Member Stanley seconded the motion. Motion passed unanimously.

V. Public Comment

There were no public comments or comments in the chat.

VI. Adjournment

Chair Johnson called for adjournment at 11:51