

**Native American Employment Plan Advisory Council**2nd Quarter Minutes

October 16, 2024 | 10:00 AM – 12:00PM

I. Call to Order

The meeting was called to order by Council Chair Andrew Johnson 10:05 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

Total: 4 members present, 2 members absent.

Quorum was achieved

All ex-officio 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				
IL Department Commerce and Economic Opportunity	Becky Locker				
IL Department Employment Security	Anna D'Ascenzo				
IL Department of Human Services	Amelia Gavina				
IL Department of Transportation	Aisha Price				

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 Kevin Jeung			X X X X X X X X	

IL Department of Innovation and Technology	Jason Barth				X
	Jason Thoron				X
	Vickie Simpson				X
IL Department of Juvenile Justice	Jaime Vasquez				X
	Jim Crowley				X
IL Department of Human Services	Amelia Gavina				X
	Krista Culbertson				X
	Angela Parker				X
IL Department DCEO	Becky Locker				X
	Brandy Evans			X	
	Diana Alfaro			X	
IL Department of Children and Family Services	Ellen Williams				X
	Ryann Unabia				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

IV. CMS Updates

A. Native American Employment Plan Council Update

1. CMS D&I Deputy Director Santoyo-Marin, shared with the council and sister agencies the resignation of council member Pamala Silas as of October 1, 2024, and thanked Pamala Silas for her service to the council.
2. Deputy Director Santoyo-Marin provided further information regarding the State Statute requirement that Native American Employment Plan Council should consist of eleven members. The NAEPAC shall examine:

1. Prevalence and impact of Native Americans employed by state government;
 2. The barriers faced by Native American who seek employment or promotional opportunities in State government; and
 3. Possible incentives that could be offered to foster the employment and promotion of Native American in State government.
3. Deputy Director Santoyo-Marin provided the link to the Governor's Office of Executive Appointments and advised the Council to please share the link with anyone that may be interested in serving.
 4. Chair Johnson addressed on not being aware of the number of vacancies and would share application information to increase the membership of the council. Chair Johnson took the moment to thanks Pamala Silas for her time and the continuous commitment she had with the council.

B. Diversity & Inclusion

1. Deputy Director Santoyo-Marin briefed the Council on the posting of the Statewide Manager Native American Diversity & Inclusion position will soon go live on Work.Illinois.gov. This position will be a term Senior Public Service Administrator position. This position will essentially help support the infrastructure of the council and part of the hiring process for the Native American Employment Plan Coordinator.
2. Chair Johnson confirmed that the State Manager for Native American Diversity & Inclusion and the Native American Employment Plan Coordinator were two separate positions with Deputy Director Santoyo-Marin.
 1. Council Member White Eagle asked if the position description was available to be shared, Santoyo-Marin indicated a pdf would be shared before end of the day. Discussion then occurred regarding sharing of the position description on national Native online organizations.
 2. Deputy Director Santoyo-Marin shared was that these positions would only be posted for two weeks.
 3. Chief Administrative Officer Sarah Kerley requested information on the Native online organizations for advertisement. CMS Recruitment Manager, John Chepulis added to share his contact information so he could assist any applicants with the process and resume aspects.
3. Chair Johnson shared concern about applicants who are in the pipeline process. These applicants have applied and have not hear back after along period of time. He wanted to know if this can be informed the managers.
4. Chief Administrative Officer Kerley added that CMS is working with a third party that can ultimately allow the State to provide text responses to applicants.

5. CMS Human Resource Director, Patricia Young asked the council to please let her know of any upcoming events to attend and recruit.
6. Chair Johnson advised that Native organizations try to coordinate their event information on the Chicago American Indian Community Collaborative (CAICC) website.
7. Chair Johnson inquired if there is a partnership between the State and the City of Chicago for hosting a Native American heritage month celebration.
 1. Deputy Director Santoyo-Marín requested a Council Member help D&I connect with the City as D&I had participated last year based on an invitation by a Council Member.

V. New Business

A. Agency Presentations

1. IL DCFS representative, Ellen Williams, shared with the council that IDHS had a recruitment workshop and believes this idea would be beneficial for the Native American community on how to navigate applying for state positions.
 1. Deputy Director Santoyo-Marín shared that there is capacity to create virtually and connect with CMS D&I team to provide this type of opportunity to the Native community.

B. Hiring & Outreach Marketing Materials

1. Deputy Director Bobby Tucker (Statewide Recruitment & Retention) requested assistance from a Council Member in sitting on a subcommittee tasked with the development of culturally relevant handouts and flyers for all state agencies. Council member White Eagle volunteered.

C. FY25 Quarter 3 and Quarter 4 meeting dates

1. Deputy Director Santoyo-Marín shared with the council the suggested dates for fiscal year 2025 Quarter 3 & 4 meeting dates. The proposed dates for quarter three are Wednesday, February 19, or Wednesday March 19, from 10:00 am to 12:00pm.
2. Proposed quarter four dates are Wednesday, May 21, or Wednesday, June 18, from 10:00 am to 12:00 pm.
3. Chair Johnson proposed to the council that Q3 should be held on February 19. He mentioned the Native American Summit is set for March 12, and were many will be traveling to Springfield. Chair Johnson also proposed that Q4 meeting be held on May 21.
 1. Council member White Eagle motioned to approve that Q3 meeting date be held on February 19, and Q4 meeting date to be held on May 21.
 2. Council member Davidson seconded.
 3. Motion passed unanimously.

4. Council member Davidson shared in the chat of the meeting that she will be absent from March and May meetings due to work-related travel and Native American House-led programming on campus.

D. Native American Heritage Month

1. Deputy Director Santoyo-Marin provided an update on development of the Native American Heritage Month programming including attending the AIC Gala on 10/26 and a Native American Women's Panel on 11/20/24 with IL DCEO at noon. She then shared the fiscal year 2025 quarter one outreach events which were the Chicago Public School Powwow (8/22), IndigiFest at Harrison Park (9/7), and Midwest SOARRING Foundation's Powwow Wheaton (10/12-10/13).
 1. Deputy Director Santoyo-Marin introduced two new contracted team members, one who will be helping with the councils and the other with the outreach.
 2. IL DCFS Representative Williams shared that there was an upcoming AIC annual Winter Powwow on Saturday December 21st, but the date is not confirmed.

E. Employment Plan Report Update

1. Deputy Director Santoyo-Marin reported to the council the Employment Plan Report survey was completed and that she had received follow up questions regarding the survey. The survey deadline was extended due to the more in-depth questions. The D&I team will be taking a stronger hold on the development and how a limitation will be due to the data.
2. The most reliable data CMS has is from December 31, 2023. However, understanding the antiquated data, in the survey the agencies are asked if they have updated data to report on. The D&I staff are looking to compartmentalize information. She further asked if the council could review the agencies report of numbers and goals to then assess which agencies have been doing well and others who need a further guidance.
3. Chair Johnson agree with this plan suggested and further asked if the council could review the report either in December or January before it is released then the council could provide input. Deputy Director Santoyo-Marin stated that the council could also have access to the raw data of the survey numbers while the report can be sent around mid-December.
4. Council member White Eagle inquired if DEI training is required annually. Deputy Director Santoyo-Marin stated it is an annual requirements for all council members. Deputy Director Santoyo-Marin indicated she would have Human Resource Director Patricia Young or D&I staff to follow up with Council Member White Eagle.

VI. **Public Comments**

No public comments were made.

VII. **Adjournment**

Chair Johnson requested a motion to Adjourn at 11:12 am. Council Member White Eagle motioned to adjourn the meeting and second by Council Member Davidson. Motion passed unanimously.