

**Native American Employment Plan Advisory Council**

Thursday, October 23, 2025 | QTR 2 FY 2026

10:00 am – 12:00 noon

MINUTES**I. Call to Order – Chair Andrew Johnson**

Meeting called to order at 10:04 am

II. Roll Call by Chair Johnson**A. NA EPAC Council Members**

Johnson, Andrew, Chair Present via WebEx

Beaudet, Matthew, Present via WebEx

Davidson, Charlotte, Present via WebEx

Stanley, Susan, Present via WebEx

Vigue, Kim, Present via WebEx

White Eagle, Wendy, Present via WebEx

6 Council Members present with 5 Council Member Vacancies

Quorum was reached.**B. Agency Ex-Officios, Agency Representatives and CMS Staff**

Agency Ex-Officio Members	Agency Designee	How Present
IL Department of Children and Family Services	Ellen Williams Ryann Unabia	Via WebEx
IL Department Commerce and Economic Opportunity	Diana Alfaro Terri Morris	Via WebEx
IL Department of Healthcare & Family Services		
IL Department of Human Services	Amelia Gavina Shawna Lamsargis	Via WebEx
IL Department of Human Rights		
IL Department of Public Health	Ericka Williams	Via WebEx
IL Department of Transportation	Brandy Phillips	Via WebEx
IL Department of Aging	Absent	
IL Department of Corrections	Maria McCann Zita Buiting	Via WebEx
IL Department of Employment Security	Anna D’Ascenzo	Via WebEx

Attendance Roster: Agency Representatives

Agency	Representative	In person Chicago	Via Webex
IL Department of Central Management Services	Sarah Kerley Jill Kilroy Bobby Tucker Louise Jett Kathleen Lyons Christopher Naranjo Gloria Batey Naomi L Salcedo		X X X X X X X X
IL Department of Agriculture	Heather Humphrey		X
IL Department of Innovation and Technology	Vickie Simpson Jason Thoron		X X
Illinois State Police	Mary Dowdy		X
Illinois Environmental Protection Agency	James Wilcockson		X
Illinois Gaming Board	Dovie Shelby		X
Illinois Department of Revenue	Shelby Kaiser		X
Governor's Office on Equity	Anthony Mata		X

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C. General Public – No one present

III. Old Business:

A. Approval of September 24, 2025 Q1 FY 26 Minutes

Council Member Beaudet motioned to approve minutes from September 24, 2025 1st Quarter FY 26; Seconded by Council Member White Eagle. Minutes approved by Council unanimously

IV. CMS Updates

A. CMS D&I Outreach & Recruitment Update

Data from each agency was reported with statistics on Agencies Native American Representation in total, Public Service Administrator, and Senior Public Service

Administrator. During the discussion, Illinois State Police advised that they have on “sworn” officer and one non-sworn.

- B. CMS D&I Survey Updates – CMS D&I Statewide Manager Native American D&I RoxAnne LaVallie-Unabia advised that the Annual Survey sent to Agencies was closed on October 6, 2025. An unofficial data report has been provided for D&I to review and will be further refined as data is reviewed and verified. Once information has been verified for accuracy, details will be shared with the Council. Council Member Beaudet clarified that the information provided for NA/AN was self-identified and not verified as NA/AN. LaVallie-Unabia then discussed the utilization of an Employee Resource Group as a means to have individuals who have self-identified confirm Tribal Affiliation. Council Member Stanley then advised that when NA/AN are confirmed that they can be referred to her program (CIMC-CBO) for additional services they provide. Council Member Dr. Davidson advised that if LaVallie-Unabia needs assistance to please reach out as that is the way UIUC builds community, even including allies. Council Member Stanley then advised that she has had furloughed federal employees or those who will soon be furloughed reach out for possible placement with the State. CAO Kerley informed the Council that for more senior level staff, those resumes should be sent to her directly for referral to the Governor’s office for consideration of open positions. Other applicants will use the normal process of reviewing job openings and applying, Kerley further advised that CMS also has Career Counselors who can assist with the State’s application process.
- C. Native American Recruitment Flyer Update, CMS Statewide Branding Manager Louise Jett provided information on the Native American specific flyers for outreach and recruitment activities. The Council expressed their appreciation for Louise Jett’s work and Chair Johnson asked how the Council can receive copies. Jett advised that she will send a digital file to the Council members.
- D. Native Heritage Month CMS Panel Discussion – Statewide Manager Native American D&I RoxAnne LaVallie-Unabia advised that she is working to host a State of Illinois Native American panel discussion on the State’s Application, Interview, Salary negotiation, and experiences. The panel will be staff members who have identified as tribal members or descendants of federally recognized tribes. Council Member Stanley asked if CMS would consider including the interns to participate, as the discussion will take place via webex. The Council was excited to hear about the panel discussion which can be shared with community partners.

V. New Business

- A. Department of Corrections Statistics, Outreach, and Recruitment
Department of Correction Maria McCann provided an overview of DOC statistics of Native American/Alaska Native employees. She also provided information on the outreach activities DOC leads. She reported that in the past 6 months, no NA/AN persons were hired. LaVallie-Unabia stated she would forward Washinton University in St. Louis and UI Chicago NASP information to DOC. McCann also discussed it is possible to contract or procure work through DOC as well. DOC’s outreach includes UIUC Native American House, ISU’s TRIBE (Native Student organization), and Midwest Soaring Foundation, as well as other organizations. She provided DOC points of Contact – Howard Moore EEO, Viviana Hernandez Administrator. Council Member White Eagle asked if DOC provides any continuing education services. McCann advised that DOC does not provide continuing education unless it is directly related to job duties. Chair Johnson requested contacts for each of the 3 regions for DOC, McCann advised she will share the information.

- B. Q3 & Q4 NA EPAC Meeting Dates changes Wednesday to Thursday (March 18, 2026 to March 19, 2026 and April 22, 2026 to April 23, 2026)
Brief discussion regarding the change in dates. Chair Johnson called for a vote. Council Member White Eagle made motion to change dates from Wednesday to Thursdays, Council Member Stanley seconded the motion. Motion passed unanimously (4-0) (Council Member Vigue had to leave meeting at 11:00.).
- C. Chair Johnson provided Save the Date information for the 2026 Illinois Native American Summit as April 8, 2026. He further detailed that around 11:30 am there will be a gathering at the rotunda featuring drumming and dancers. He further informed attendees that there is a hosting area by the Illinois State Museum.
- D. Council Member Beaudet shared that he will be attending the National Congress of American Indians (NCAI) in Seattle WA from 11/16-11/20. He advised if there are any issues that people would like raised to please email him.
- E. Council Member Stanley informed attendees that there is a Pow Wow at Starved Rock in Utica on November 1 which CIMC will be attending.

VI. Public Comment

There were no public comments or comments in the chat.

VII. Adjournment

Chair Johnson called for a motion to adjourn.
Council Member Beaudet motioned to adjourn the Q2 FY 26 meeting
Council Member Stanley seconded the motion.
Motion passed unanimously (4-0)

Chair Johnson called for adjournment of Q2 FY 26 NA EPAC meeting at 11:30 a.m.