



Native American Employment Plan Advisory Council

Quarterly Meeting (#4) – Via WebEx
December 7, 2022 | 10:00 AM –12:00 PM

Minutes

I. Call to Order

The meeting was called to order at 10:07 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, 2 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			
	Allison Macfarlane			X
	Jake Altman			X
	Tony Lozzi			X
	Araceli Morales			X
	Mayra Magaña			X
Department of Children and Family Services	Ellen Williams - ICWA			X
Illinois Department of Innovation & Technology	Vickie Simpson			X
	Jason Thoron			X
Department of Commerce & Economic Development	Diana Alfaro			X
Department of Revenue	Phyllis Tate			X
				X
Department of Employment Security	Stanislav Volkhovsky			X
Office of the Governor	Addie Schrodos			X
Illinois State Police	Mary Dowdy			X
Department of Human Rights	Martin Duncan			X

Total: _18_ 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
Vincent Romero	CIMC			X

Total: 1 member of the public attended the meeting.

III. Minutes

A. Review/Approve Minutes from August 17, 2022

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

IV. Event debriefs

A. Background and purpose of summit – Chair Johnson

Nov 16th, Chicago Native Collaborative came to Springfield, in the first such session since the 1990s. The house session was opened and there was a land acknowledgement by Representative West. Key points brought to the attention of the legislature were that a native student was denied his diploma for wearing regalia, so a bill was drafted to enshrine the rights of all students to express their culture during graduation. Another bill was drafted to mandate native curriculum and address board of education on native history, urban Indian history and funding. The summit also addressed native mascots in schools, the Indian Child Welfare Act, and Indigenous Peoples’ Day

Chair Johnson also thanks DCFS ICWA Specialist Ellen Williams for her speech at the event. Ellen Williams noted that she attended on personal time, not as a representative of DCFS.

Noted that the event was well-received across the political spectrum and the summit members were appreciative of the support from CMS and other departments. Finally, Chair Johnson stated that this is not the last of these events and that there is a desire for an annual summit.

B. Meeting of the four council chairs debrief

Chair Johnson asked Patricia Santoyo-Marín to comment on the all-chair meeting Patricia Santoyo-Marín stated that it was an amazing year for CMS D&I, with over 100 different events with only a team of 2 for most of the year. CMS D&I is aiming

for a February hire of a Native American coordinator. The four-chair event was positive and informative, and there is a desire to do it again and include all council members, not just the chairs. Chair Johnson also suggested holding a job fair or other activity in conjunction as well, and suggested we hold an all-council meeting at the American Indian Center or other similar familiar areas. Matthew Beaudet pointed out that the council meetings are subject to the Open Meetings Act and that having them on non-public space might be legally complicated.

C. CMS Updates

Patricia Santoyo-Marin noted the differences between the data reports and the surveys; the reports are focused on CMS and the survey questions go to all coded agencies. There was a discussion on coded vs non-coded positions, and it was noted that the survey questions will be adjusted to address council concerns. It was noted that interview panels need more diversity, and that we are working with EEO to track candidates from hiring to leadership roles.

Patricia Santoyo-Marin noted that we will be sending a draft of the Native American EPAC report to council once reviewed. In looking for basic demographic information, non-coded agencies were invited to participate and some have, and agencies will be invited to participate in the survey on a quarterly basis to share strategies on how they succeed in diversifying their employee pool. Agencies will also make changes based on council recommendations: pause for council recommendations. Dovie Shelby mentioned that there were 4 casinos opening up and that she wanted to reach out to help find people to hire. Susan Stanley stated that many of the people that go through her office have experience and background in casino work and will connect with Dovie.

Pam Silas asked to do a deeper dive into the agencies that have high amounts of Native American employment and brought up department of corrections as an example. Matthew Beaudet stated that, at least in regard to DoC, these are generational jobs where the grandfather, father, and son are all correctional officers. Chair Johnson asked if we can possibly invite some of these agencies to these meetings to speak on their recruitment efforts.

Wendy Whiteeagle stated that it is fantastic that we are working to share best practices across the state of Illinois' recruitment teams, and that organizational change takes

decades and that it will continue to evolve after we're all gone. It's important to involve members of this group in the discussion.

Patricia Santoyo-Marin spoke about the CMS recruitment calls and Live webinars with a goal to increase diversity and inclusion, and D&I's goal to increase professional development in the coming year with increased capacity. Susan Stanley asked if the council could only do one career fair per year and Patricia Santoyo-Marin stated that with increased capacity we can certainly look at doing more.

Patricia Santoyo-Marin also spoke about the intern program, and how we need collaboration from the community partners to find new places to recruit for these intern positions, and provided updates on engagement with this program, and future semesters' plans. Chair Johnson stated we can focus on different colleges and universities, and asked if we can expand to other sources for recruiting interns. Patricia stated the only guidelines are to avoid political biases, and that it was for undergraduate college students only. Chair Johnson asked if there was a timeline, and Patricia stated that we were currently wrapping up January session, and were looking towards summer recruitment, and that this was a stipended position.

D. State Workforce Diversity Numbers Update

Jake Altman from Bureau of Personnel provided the workforce numbers update, stating that overall state numbers have been trending down, and that in particular, December is a common retirement month for state employees. He went on to state that though native American employment in the state is less than 1%, the total is increasing, and in particular the public service administrator and senior public service administrator positions are increasing within the native American demographic. Jake then explained that the numbers on the report only listed those positions that are not appointed directly by the governor and approved by the senate, and that CMS does not have this data, but IOC would have the director's data and that we can reach out to them to get it, and that we'd be happy to share. Chair Johnson stated it was good to see the numbers trending upward.

V. Council Discussion Items

A. New Dates for 2023

Mayra Magana stated that we will be sending invites for 2023 council meetings in January, and that we will be posting the dates on the employment plan council page.



While discussing ratification of the dates, Patricia Santoyo-Marin stated that if council wanted to hold an event like the Collinsville career fair in conjunction with one of these meetings, we could do that (per Chair Johnson’s previously displayed interest). Chair Johnson said that a concurrent event sounds great and motioned to approve the dates. Matthew Beudet stated that July 12th is Passover and asked if that affected anyone, and though it did not, Chair Johnson did recall he was out of town that week, so it was suggested that council vote on a new date in July at the first meeting of 2023, in February. Tony Lozzi stated he would follow up with Chair Johnson to find an alternative date the week before or after the 12th to vote on. Chair Johnson calls for a vote, and it passes, and the July date will be voted on February 22nd.

Chair Johnson asked how long appointments to the council last, and Matthew Beudet says members are on the council until the Governor decides they’re not.

Pamala Silas asked that we reach out to DoC to create a point of contact to discuss why the numbers of Native American women incarcerated are so high, which Patricia agreed to help facilitate.

Vincent Romero asked if there can be clarification on “identification through tribal affiliation or recognition”. Chair Johnson said that on the next version we get clarification on inclusion and asked if that sounded okay to everyone. Patricia Santoyo-Marin said that she would appreciate guidance from the council in that regard. Chair Johnson said we will put this on the next agenda.

Vincent Romero continued that he was concerned the report says that the state is revamping hiring procedures, and if the report was inclusive but the hiring procedures might not be. Chair Johnson asked if Patricia Santoyo-Marin could clarify, and she stated that the online process is more closely following state and federal guidelines for inclusive hiring.

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. Susan Stanley motioned to adjourn, and Chair Johnson seconded. Meeting was adjourned at 11:19 am.